

**DEPARTMENT OF CITY CIVIL SERVICE
CITY OF NEW ORLEANS
REVISED PAY PLAN
FOR
THE CLASSIFIED SERVICE**

**ADOPTED BY THE CIVIL SERVICE COMMISSION ON NOVEMBER 17, 2008
APPROVED BY THE CITY COUNCIL TO BE EFFECTIVE ON APRIL 5, 2009
UPDATED THROUGH APRIL 22, 2021**

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EXPLANATORY NOTES:

1.) The number in parentheses immediately preceding each class title in this pay plan represents the occupational code (OC) as defined by the Federal Equal Employment Opportunity Commission for that class of work. These codes are as follows:

1. Officials and Administrators
2. Professionals
3. Technicians
4. Protective Service Workers
5. Para-professionals
6. Office and Clerical
7. Skilled Crafts Workers
8. Service/Maintenance

This information is required for the preparation of statistical reports by the Management Information System and has no other significance.

2.) Under the heading EAP there is a designation "EX" to indicate which classifications are exempt from the FLSA regulations on overtime. This indicator is provided for informational purposes only and is subject to change.

3.) One asterick (*) indicates a hiring rate which only applies to 40-hour positions. Two astericks (**) indicate a hiring rate which incorporates a flexible hiring rate up to the step indicated.

4.) The column labeled E.Q.P. (Extraordinary Qualification Pay) indicates positions where employees have been hired at a rate above the base rate in accordance with Rule IV, Section 2.7

Pay Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 11 2nd Quartile	Step 21 Midpoint	Step 41 Maximum
34	15909.85	16108.73	16310.09	16513.96	16720.39	18014.26	20397.03	26149.75
35	16310.09	16513.96	16720.39	16929.39	17141.01	18467.44	20910.14	26807.58
36	16720.39	16929.39	17141.01	17355.27	17572.21	18932.01	21436.16	27481.95
37	17141.01	17355.27	17572.21	17791.87	18014.26	19408.26	21975.41	28173.30
38	17572.21	17791.87	18014.26	18239.44	18467.44	19896.50	22528.23	28882.03
39	18014.26	18239.44	18467.44	18698.28	18932.01	20397.03	23094.96	29608.59
40	18467.44	18698.28	18932.01	19168.66	19408.26	20910.14	23675.94	30353.44
41	18932.01	19168.66	19408.26	19650.87	19896.50	21436.16	24271.54	31117.01
42	19408.26	19650.87	19896.50	20145.21	20397.03	21975.41	24882.12	31899.80
43	19896.50	20145.21	20397.03	20651.99	20910.14	22528.23	25508.06	32702.28
44	20397.03	20651.99	20910.14	21171.51	21436.16	23094.96	26149.75	33524.95
45	20910.14	21171.51	21436.16	21704.11	21975.41	23675.94	26807.58	34368.31
46	21436.16	21704.11	21975.41	22250.10	22528.23	24271.54	27481.95	35232.89
47	21975.41	22250.10	22528.23	22809.83	23094.96	24882.12	28173.30	36119.21
48	22528.23	22809.83	23094.96	23383.64	23675.94	25508.06	28882.03	37027.84
49	23094.96	23383.64	23675.94	23971.89	24271.54	26149.75	29608.59	37959.32
50	23675.94	23971.89	24271.54	24574.93	24882.12	26807.58	30353.44	38914.23
51	24271.54	24574.93	24882.12	25193.14	25508.06	27481.95	31117.01	39893.17
52	24882.12	25193.14	25508.06	25826.91	26149.75	28173.30	31899.80	40896.73
53	25508.06	25826.91	26149.75	26476.62	26807.58	28882.03	32702.28	41925.54
54	26149.75	26476.62	26807.58	27142.67	27481.95	29608.59	33524.95	42980.23
55	26807.58	27142.67	27481.95	27825.48	28173.30	30353.44	34368.31	44061.45
56	27481.95	27825.48	28173.30	28525.46	28882.03	31117.01	35232.89	45169.87
57	28173.30	28525.46	28882.03	29243.06	29608.59	31899.80	36119.21	46306.18
58	28882.03	29243.06	29608.59	29978.70	30353.44	32702.28	37027.84	47471.07
59	29608.59	29978.70	30353.44	30732.85	31117.01	33524.95	37959.32	48665.26
60	30353.44	30732.85	31117.01	31505.98	31899.80	34368.31	38914.23	49889.50
61	31117.01	31505.98	31899.80	32298.55	32702.28	35232.89	39893.17	51144.53
62	31899.80	32298.55	32702.28	33111.06	33524.95	36119.21	40896.73	52431.13
63	32702.28	33111.06	33524.95	33944.01	34368.31	37027.84	41925.54	53750.11
64	33524.95	33944.01	34368.31	34797.91	35232.89	37959.32	42980.23	55102.26
65	34368.31	34797.91	35232.89	35673.30	36119.21	38914.23	44061.45	56488.42
66	35232.89	35673.30	36119.21	36570.71	37027.84	39893.17	45169.87	57909.46
67	36119.21	36570.71	37027.84	37490.69	37959.32	40896.73	46306.18	59366.24
68	37027.84	37490.69	37959.32	38433.81	38914.23	41925.54	47471.07	60859.68
69	37959.32	38433.81	38914.23	39400.66	39893.17	42980.23	48665.26	62390.68
70	38914.23	39400.66	39893.17	40391.84	40896.73	44061.45	49889.50	63960.19
71	39893.17	40391.84	40896.73	41407.94	41925.54	45169.87	51144.53	65569.19
72	40896.73	41407.94	41925.54	42449.61	42980.23	46306.18	52431.13	67218.67
73	41925.54	42449.61	42980.23	43517.48	44061.45	47471.07	53750.11	68909.64
74	42980.23	43517.48	44061.45	44612.22	45169.87	48665.26	55102.26	70643.14
75	44061.45	44612.22	45169.87	45734.50	46306.18	49889.50	56488.42	72420.26
76	45169.87	45734.50	46306.18	46885.01	47471.07	51144.53	57909.46	74242.08
77	46306.18	46885.01	47471.07	48064.46	48665.26	52431.13	59366.24	76109.74
78	47471.07	48064.46	48665.26	49273.58	49889.50	53750.11	60859.68	78024.37
79	48665.26	49273.58	49889.50	50513.12	51144.53	55102.26	62390.68	79987.17
80	49889.50	50513.12	51144.53	51783.84	52431.13	56488.42	63960.19	81999.35
81	51144.53	51783.84	52431.13	53086.52	53750.11	57909.46	65569.19	84062.15
82	52431.14	53086.52	53750.11	54421.98	55102.26	59366.24	67218.67	86176.83
83	53750.11	54421.98	55102.26	55791.04	56488.42	60859.68	68909.64	88344.72
84	55102.26	55791.04	56488.42	57194.53	57909.46	62390.68	70643.14	90567.14
85	56488.42	57194.53	57909.46	58633.33	59366.24	63960.19	72420.26	92845.47
86	57909.46	58633.33	59366.24	60108.32	60859.68	65569.19	74242.08	95181.12
87	59366.24	60108.32	60859.68	61620.42	62390.68	67218.67	76109.74	97575.52
88	60859.68	61620.42	62390.68	63170.56	63960.19	68909.64	78024.37	100030.15
89	62390.68	63170.56	63960.19	64759.70	65569.19	70643.14	79987.17	102546.53
90	63960.19	64759.70	65569.19	66388.81	67218.67	72420.26	81999.35	105126.22

86	57909.46	58633.33	59366.24	60108.32	60859.68	65569.19	74242.08	95181.12
87	59366.24	60108.32	60859.68	61620.42	62390.68	67218.67	76109.74	97575.52
88	60859.68	61620.42	62390.68	63170.56	63960.19	68909.64	78024.37	100030.15
89	62390.68	63170.56	63960.19	64759.70	65569.19	70643.14	79987.17	102546.53
90	63960.19	64759.70	65569.19	66388.81	67218.67	72420.26	81999.35	105126.22
91	65569.19	66388.81	67218.67	68058.90	68909.64	74242.08	84062.15	107770.80
92	67218.67	68058.90	68909.64	69771.01	70643.14	76109.74	86176.83	110481.91
93	68909.64	69771.01	70643.14	71526.18	72420.26	78024.37	88344.72	113261.22
94	70643.14	71526.18	72420.26	73325.51	74242.08	79987.17	90567.14	116110.45
95	72420.26	73325.51	74242.08	75170.11	76109.74	81999.35	92845.47	119031.35
96	74242.08	75170.11	76109.74	77061.11	78024.37	84062.15	95181.12	122025.73
97	76109.74	77061.11	78024.37	78999.68	79987.17	86176.83	97575.52	125095.44
98	78024.37	78999.68	79987.17	80987.01	81999.35	88344.72	100030.15	128242.38
99	79987.17	80987.01	81999.35	83024.34	84062.15	90567.14	102546.53	131468.47
100	81999.35	83024.34	84062.15	85112.92	86176.83	92845.47	105126.22	134775.73
101	84062.15	85112.92	86176.83	87254.04	88344.72	95181.12	107770.80	138166.18
102	86176.83	87254.04	88344.72	89449.03	90567.14	97575.52	110481.91	141641.92
103	88344.72	89449.03	90567.14	91699.23	92845.47	100030.15	113261.22	145205.10
104	90567.14	91699.23	92845.47	94006.04	95181.12	102546.53	116110.45	148857.92
105	92845.47	94006.04	95181.12	96370.88	97575.52	105126.22	119031.35	152602.62
106	95181.12	96370.88	97575.52	98795.21	100030.15	107770.80	122025.73	156441.53
107	97575.52	98795.21	100030.15	101280.53	102546.53	110481.91	125095.44	160377.02
108	100030.15	101280.53	102546.53	103828.36	105126.22	113261.22	128242.38	164411.50
109	102546.53	103828.36	105126.22	106440.30	107770.80	116110.45	131468.47	168547.48
110	105126.22	106440.30	107770.80	109117.94	110481.91	119031.35	134775.73	172787.50
111	107770.80	109117.94	110481.91	111862.93	113261.22	122025.73	138166.18	177134.19
112	110481.91	111862.93	113261.22	114676.99	116110.45	125095.44	141641.92	181590.22
113	113261.22	114676.99	116110.45	117561.83	119031.35	128242.38	145205.10	186158.35
114	116110.45	117561.83	119031.35	120519.24	122025.73	131468.47	148857.92	190841.39
115	119031.35	120519.24	122025.73	123551.06	125095.44	134775.73	152602.62	195642.25
116	122025.73	123551.06	125095.44	126659.14	128242.38	138166.18	156441.53	200563.87
117	125095.44	126659.14	128242.38	129845.41	131468.47	141641.92	160377.02	205609.31
118	128242.38	129845.41	131468.47	133111.83	134775.73	145205.10	164411.50	210781.66
119	131468.47	133111.83	134775.73	136460.42	138166.18	148857.92	168547.48	216084.14
120	134775.73	136460.42	138166.18	139893.26	141641.92	152602.62	172787.50	221520.01
121	138166.18	139893.26	141641.92	143412.45	145205.10	156441.53	177134.19	227092.62
122	141641.92	143412.45	145205.10	147020.16	148857.92	160377.02	181590.22	232805.42
123	145205.10	147020.16	148857.92	150718.64	152602.62	164411.50	186158.35	238661.93
124	148857.92	150718.64	152602.62	154510.16	156441.53	168547.48	190841.39	244665.77
125	152602.62	154510.16	156441.53	158397.05	160377.02	172787.50	195642.25	250820.64
126	156441.53	158397.05	160377.02	162381.73	164411.50	177134.19	200563.87	257130.35
127	160377.02	162381.73	164411.50	166466.64	168547.48	181590.22	205609.31	263598.78
128	164411.50	166466.64	168547.48	170654.32	172787.50	186158.35	210781.66	270229.94
129	168547.48	170654.32	172787.50	174947.34	177134.19	190841.39	216084.14	277027.91
130	172787.50	174947.34	177134.19	179348.36	181590.22	195642.25	221520.01	283996.90
131	177134.19	179348.36	181590.22	183860.09	186158.35	200563.87	227092.62	291141.19
132	181590.22	183860.09	186158.35	188485.33	190841.39	205609.31	232805.42	298465.21
133	186158.35	188485.33	190841.39	193226.91	195642.25	210781.66	238661.93	305973.48
134	190841.39	193226.91	195642.25	198087.77	200563.87	216084.14	244665.77	313670.63
135	195642.25	198087.77	200563.87	203070.92	205609.31	221520.01	250820.64	321561.40

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		STEP	HIRING RATE:	
						MINIMUM	MAXIMUM		RATE	
	(6)	C7401	311 TELECOMMUNICATIONS OPERATOR		50	23,675	38,914	09	(26,149)	
	(6)	C7406	311 TELECOMMUNICATIONS OPERATOR, DIVISION MANAGER		71	39,893	65,569	09	(44,061)	
	(6)	C7405	311 TELECOMMUNICATIONS OPERATOR, PRINCIPAL		61	31,117	51,144	09	(34,368)	
	(6)	C7402	311 TELECOMMUNICATIONS OPERATOR, SENIOR		56	27,481	45,169	09	(30,353)	
	(2)	C7403	311 TELECOMMUNICATIONS OPERATOR, SUPERVISOR		67	36,119	59,366	09	(39,893)	
	(6)	C7400	311 TELECOMMUNICATIONS OPERATOR, TRAINEE		44	20,397	33,524	09	(22,528)	
	(2)	C7306	911 LIAISON OFFICER		67	36,119	59,366	09	(39,893)	
	(2)	C7307	911 LIAISON SUPERVISOR		76	45,169	74,242	09	(49,899)	
	(2)	C0421	ACCOUNTANT I		72	40,896	67,218	21	(52,431)	
	(2)	C0422	ACCOUNTANT II		74	42,980	70,643	21	(55,102)	
	(2)	C0410	ACCOUNTANT III		76	45,169	74,242	21	(57,909)	
	(2)	C0417	ACCOUNTANT TRAINEE		60	30,353	49,889	09	(33,524)	
	(5)	C0439	ACCOUNTS PAYABLE SUPERVISOR		57	28,173	46,306	09	(31,117)	
	(2)	C0028	ADMINISTRATIVE SUPPORT MANAGER I		69	37,959	62,390	09	(41,925)	
	(2)	C0408	ADMINISTRATIVE SUPPORT MANAGER II		71	39,893	65,569	09	(44,061)	
	(6)	C0029	ADMINISTRATIVE SUPPORT SUPERVISOR I		63	32,702	53,750	09	(36,119)	
	(6)	C0246	ADMINISTRATIVE SUPPORT SUPERVISOR II		65	34,368	56,488	09	(37,959)	
	(6)	C0492	ADMINISTRATIVE SUPPORT SUPERVISOR III		67	36,119	59,366	09	(39,893)	
	(2)	C0027	ADMINISTRATIVE SUPPORT SUPERVISOR IV		69	37,959	62,391	09	(41,925)	
EX	(2)	C4401	ARCHITECT		93	68,909	113,261	09	(76,109)	
	(2)	C4406	ARCHITECTURAL HISTORIAN		72	40,896	67,218	09	(45,169)	
EX	(1)	C0510	ASSISTANT CHIEF ADMINISTRATIVE OFFICER		110	105,126	172,787	09	(116,110)	
EX	(2)	C0265	ASSISTANT COUNCIL RESEARCH OFFICER		84	55,102	90,567	15	(65,569)	
	(2)	C6077	ASSISTANT COURT PROBATION COORDINATOR		64	33,524	55,102	09	(37,027)	
	(2)	C5182	ASSISTANT EMERGENCY MEDICAL COMMUNICATIONS SUPERVISOR		74	42,980	70,643	09	(47,471)	
EX	(2)	C4232	ASSISTANT FLEET MANAGER		80	49,889	81,999	09	(55,102)	
EX	(2)	C4256	ASSISTANT FLOODPLAIN PROGRAM MANAGER		76	45,169	74,242	17	(55,102)	
EX	(1)	C0485	ASSISTANT MANAGER, RETIREMENT SYSTEM		90	63,960	105,126	09	(70,643)	
EX	(2)	C4237	ASSISTANT PARKING ADMINISTRATOR		76	45,169	74,242	13	(52,431)	
	(2)	C0411	ASSISTANT PAYROLL SUPERVISOR		69	37,959	62,390	09	(41,925)	
	(2)	C4301	ASSOCIATE CITY PLANNER		65	34,368	56,488	09	(37,959)	
	(5)	C8553	ASSOCIATE CURATOR		63	32,702	53,750	09	(36,119)	
EX	(2)	C7021	ATTORNEY I		73	41,925	68,909	09	(46,306)	
EX	(2)	C7025	ATTORNEY II		90	63,960	105,126	09	(70,643)	
EX	(2)	C7026	ATTORNEY III		97	76,109	125,095	09	(84,062)	
EX	(2)	C7027	ATTORNEY IV		103	88,344	145,205	09	(97,575)	
	(2)	C0426	AUDITOR		74	42,980	70,643	21	(55,102)	
	(2)	C0425	AUDITOR ASSISTANT		72	40,896	67,218	21	(52,431)	
	(2)	C0412	AUDITOR TRAINEE		60	30,353	49,889	09	(33,524)	
EX	(1)	C1938	AUTOMOTIVE & STORES SUPERINTENDENT		78	47,471	78,024	09	(52,431)	
	(7)	C1913	AUTOMOTIVE MAINTENANCE SPECIALIST		68	37,027	60,859	09	(40,896)	
EX	(1)	C1925	AUTOMOTIVE MAINTENANCE SUPERINTENDENT		74	42,980	70,643	09	(47,471)	
	(7)	C1993	AUTOMOTIVE MAINTENANCE TECHNICIAN		68	37,027	60,859	09	(40,896)	
	(7)	C1990	AUTOMOTIVE MECHANIC I		50	23,675	38,914	12	(27,142)	
	(7)	C1991	AUTOMOTIVE MECHANIC II		58	28,882	47,471	09	(31,899)	

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		HIRING RATE:	
						MINIMUM	MAXIMUM	STEP	RATE
	(7)	C1992	AUTOMOTIVE MECHANIC III		66	35,232	57,909	09	(38,914)
	(7)	C1996	AUTOMOTIVE SECTION SUPERVISOR		70	38,914	63,960	09	(42,980)
	(7)	C1994	AUTOMOTIVE SERVICES SUPERVISOR		73	41,925	68,909	09	(46,306)
	(6)	C0402	AWARDS COORDINATOR (POLICE DEPARTMENT)		63	32,702	53,750	09	(36,119)
	(7)	C3060	BOILER PLANT OPERATOR		56	27,481	45,169	16	(33,111)
EX	(2)	C0359	BUDGET CONSULTANT (CAO)		80	49,889	81,999	19	(62,390)
EX	(1)	C0457	BUDGET ADMINISTRATOR		99	79,987	131,468	09	(88,344)
EX	(1)	C5179	BUDGET COORDINATOR		86	57,909	95,181	13	(67,218)
	(3)	C2210	BUILDING INSPECTOR		63	32,702	53,750	21	(41,925)
	(3)	C2213	BUILDING INSPECTOR II		72	40,896	67,218	21	(52,431)
EX	(1)	C2214	BUILDING INSPECTOR III		78	47,471	78,024	17	(57,909)
	(2)	C2215	BUILDING INSPECTOR, TRAINEE		59	29,608	48,665	17	(36,119)
EX	(1)	C2107	BUILDING OFFICIAL		82	52,431	86,176	17	(63,960)
	(3)	C4244	BUILDING PLAN EXAMINER		68	37,027	60,859	21	(47,471)
EX	(1)	C4247	BUILDING PLAN EXAMINER, CHIEF		78	47,471	78,024	17	(57,909)
	(8)	C2420	BUILDING SERVICES WORKER		42	19,408	31,899	20	(24,574)
EX	(1)	C2413	BUILDINGS MAINTENANCE MANAGER	Y	90	63,960	105,126	14	(75,170)
	(7)	C2425	BUILDINGS REPAIR SUPERVISOR		73	41,925	68,909	09	(46,306)
	(3)	C0307	BUYER I		60	30,353	49,889	09	(33,524)
	(3)	C0308	BUYER II		63	32,702	53,750	09	(36,119)
	(2)	C0309	BUYER III		71	39,893	65,569	09	(44,061)
EX	(1)	C4410	CAPITAL PROJECTS ADMINISTRATOR		103	88,344	145,205	09	(97,575)
EX	(1)	C4409	CAPITAL PROJECTS ADMINISTRATOR, ASSISTANT		99	79,987	131,468	09	(88,344)
	(7)	C1740	CARPENTER		60	30,353	49,889	09	(33,524)
	(7)	C1742	CARPENTER SHOP SUPERVISOR		66	35,232	57,909	09	(38,914)
	(8)	C2421	CEMETERY SERVICES SPECIALIST		52	24,882	40,896	09	(27,481)
EX	(2)	C0405	CHIEF ACCOUNTANT		88	60,859	100,030	09	(67,218)
EX	(2)	C0419	CHIEF AUDITOR		88	60,859	100,030	09	(67,218)
EX	(1)	C2108	CHIEF BUILDING OFFICIAL		96	74,242	122,025	17	(90,567)
EX	(2)	C0729	CHIEF MONITOR (OFFICE OF THE INDEPENDENT POLICE MONITOR)		95	72,420	110,031	09	(79,987)
EX	(1)	C4223	CHIEF OPERATIONS MANAGER		90	63,960	105,126	11	(72,420)
EX	(2)	C4222	CHIEF OPERATIONS MANAGER, ASSISTANT		84	55,102	90,567	15	(65,569)
EX	(2)	C4252	CHIEF ZONING OFFICIAL		96	74,242	122,025	09	(81,999)
EX	(2)	C0601	CITY ECONOMIST		96	74,242	122,025	09	(81,999)
	(2)	C4302	CITY PLANNER		71	39,893	65,569	09	(44,061)
	(5)	C7009	CLAIMS INVESTIGATOR (S&WB)		58	28,882	47,471	09	(31,899)
EX	(1)	C0051	CLERK OF COUNCIL		99	79,987	131,468	09	(88,344)
EX	(2)	C0050	CLERK OF COUNCIL, ASSISTANT		84	55,102	90,567	15	(65,569)
	(2)	C7518	CLERK OF COURT, ASSISTANT		76	45,169	74,242	09	(49,889)
	(3)	C5316	CODE ENFORCEMENT ASSISTANT I		52	24,882	40,896	09	(27,481)
	(3)	C5317	CODE ENFORCEMENT ASSISTANT II		54	26,149	42,980	09	(28,882)
	(2)	C5311	CODE ENFORCEMENT CASE SPECIALIST I		61	31,117	51,144	09	(34,368)
	(2)	C5312	CODE ENFORCEMENT CASE SPECIALIST II		64	33,524	55,102	09	(37,027)
	(2)	C5313	CODE ENFORCEMENT CASE SPECIALIST III		71	39,893	65,569	09	(44,061)
EX	(2)	C5314	CODE ENFORCEMENT CASE SUPERVISOR		78	47,471	78,024	09	(52,431)
	(3)	C2205	CODE ENFORCEMENT DISTRICT SUPERVISOR		71	39,893	65,569	09	(44,061)
	(3)	C2204	CODE ENFORCEMENT INSPECTOR I		61	31,117	51,144	09	(34,368)
	(3)	C2203	CODE ENFORCEMENT INSPECTOR II		64	33,524	55,102	09	(37,027)
EX	(2)	C2209	CODE ENFORCEMENT MANAGER		78	47,471	78,024	09	(52,431)
	(4)	C7195	COMMUNITY SERVICES OFFICER		41	18,932	28,173	18	(23,383)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		STEP	HIRING RATE:	
						MINIMUM	MAXIMUM		RATE	
EX	(2)	C0250	COMMUNITY/POLICE MEDIATION PROGRAM MANAGER	Y	84	55,102	90,567	09	(60,859)	
EX	(1)	C0460	COMPTROLLER		100	81,999	134,775	09	(90,567)	
EX	(1)	C0459	COMPTROLLER, ASSISTANT		96	74,242	122,025	09	(81,999)	
	(3)	C4418	CONSTRUCTION INSPECTOR ASSISTANT		59	29,608	48,665	09	(32,702)	
	(3)	C4419	CONSTRUCTION INSPECTOR I		63	32,702	53,750	09	(36,119)	
	(3)	C4420	CONSTRUCTION INSPECTOR II		66	35,232	57,909	13	(40,896)	
	(3)	C4421	CONSTRUCTION INSPECTOR SUPERVISOR		72	40,896	67,218	09	(45,169)	
	(3)	C4035	COST ESTIMATOR SPECIALIST		75	44,061	72,420	09	(48,665)	
EX	(1)	C0245	COUNCIL RESEARCH OFFICER		99	79,987	131,468	09	(88,344)	
EX	(1)	C0269	COUNCIL UTILITIES REGULATORY OFFICE, DEPUTY CHIEF OF STAFF	Y	102	86,176	141,641	09	(95,181)	
	(2)	C7016	COURT EVIDENCE CLERK		53	25,508	41,925	09	(28,173)	
	(2)	C6078	COURT PROBATION COORDINATOR		70	38,914	63,960	09	(42,980)	
	(2)	C6075	COURT PROBATION OFFICER		57	28,173	46,306	09	(31,117)	
EX	(2)	C7601	CRIME ANALYST I		87	59,366	97,575	09	(65,569)	
EX	(2)	C7602	CRIME ANALYST II		89	62,390	102,546	09	(68,909)	
EX	(2)	C7603	CRIME ANALYST III		91	65,569	107,770	09	(72,420)	
EX	(2)	C7604	CRIME ANALYST IV		93	68,909	113,261	09	(76,109)	
	(2)	C7600	CRIME ANALYST, ASSOCIATE		75	44,061	72,420	09	(48,665)	
EX	(2)	C0296	CURO ENERGY POLICY ANALYST		93	68,909	113,261	09	(76,109)	
EX	(2)	C0297	CURO REGULATORY AUDITOR		93	68,909	113,261	09	(76,109)	
EX	(2)	C0298	CURO STAFF ATTORNEY		103	88,344	145,205	09	(97,575)	
	(5)	C5062	DENTAL ASSISTANT I		46	21,436	35,232	09	(23,675)	
	(5)	C5063	DENTAL ASSISTANT II		49	23,094	37,959	09	(25,508)	
	(5)	C5064	DENTAL ASSISTANT III		52	24,882	40,896	09	(27,481)	
	(3)	C5072	DENTAL HYGIENIST I		78	47,471	78,024	09	(52,431)	
	(3)	C5073	DENTAL HYGIENIST II		84	55,102	90,567	09	(60,859)	
EX	(2)	C5055	DENTIST		112	110,481	181,590	15	(131,468)	
EX	(2)	C5056	DENTIST (PROGRAM DIRECTOR)		118	128,242	210,781	15	(152,602)	
	(3)	C0105	DEPARTMENTAL LAN COORDINATOR		70	38,914	63,960	09	(42,980)	
EX	(1)	C0267	DEPUTY COUNCIL CHIEF OF STAFF		104	90,567	148,857	09	(100,030)	
EX	(2)	C0266	DEPUTY COUNCIL UTILITIES REGULATORY OFFICER		84	55,102	90,567	09	(60,859)	
EX	(1)	C4240	DEPUTY DIRECTOR OF PUBLIC WORKS		108	100,030	164,411	11	(113,261)	
EX	(1)	C4233	DEPUTY DIRECTOR, MUSEUM		107	97,575	160,377	09	(107,770)	
EX	(1)	C0235	DEPUTY PERSONNEL DIRECTOR		99	79,987	131,468	09	(88,344)	
EX	(1)	C7028	DEPUTY SPECIAL COUNSEL		109	102,546	168,547	09	(113,261)	
	(2)	C4411	DISASTER RECOVERY PROGRAM ASSISTANT I		62	31,899	52,431	21	(40,896)	
	(2)	C4412	DISASTER RECOVERY PROGRAM ASSISTANT II		69	37,959	62,390	17	(46,306)	
	(2)	C4413	DISASTER RECOVERY PROGRAM ASSISTANT III		75	44,061	72,420	17	(53,750)	
EX	(2)	C5255	DNA ANALYST		77	46,306	76,109	23	(60,859)	
EX	(2)	C5257	DNA ANALYST, LEAD		81	51,144	84,062	27	(70,643)	
EX	(2)	C5256	DNA ANALYST, SENIOR		79	48,665	79,987	25	(65,569)	
EX	(1)	C5258	DNA ANALYST, SUPERVISOR		85	56,488	92,845	27	(78,024)	
	(3)	C4261	DRAFTING TECHNICIAN		56	27,481	45,169	09	(30,353)	
	(3)	C3050	DRAINAGE & SEWAGE PUMPING SUPERVISOR		83	53,750	88,344	09	(59,366)	
	(3)	C2220	ELECTRICAL INSPECTOR		63	32,702	53,750	21	(41,925)	
	(3)	C2223	ELECTRICAL INSPECTOR II		72	40,896	67,218	21	(52,431)	
EX	(1)	C2224	ELECTRICAL INSPECTOR III		78	47,471	78,024	17	(57,909)	
	(3)	C4215	ELECTRICAL PLAN EXAMINER		66	35,232	57,909	21	(45,169)	
	(7)	C1760	ELECTRICIAN - ASSISTANT		62	31,899	52,431	21	(40,896)	
	(7)	C1751	ELECTRICIAN - JOURNEYMAN		66	35,232	57,909	21	(45,169)	
	(7)	C1752	ELECTRICIAN - MAINTENANCE		73	41,925	68,909	21	(51,783)	
	(7)	C1753	ELECTRICIAN - MASTER		77	46,306	76,109	17	(56,488)	
	(3)	C2500	ELECTRONICS TECHNICIAN		65	34,368	56,488	09	(37,959)	

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		STEP	HIRING RATE:	
						MINIMUM	MAXIMUM		RATE	
	(3)	C2502	ELECTRONICS TECHNICIAN SUPERVISOR		71	39,893	59,366	09	(44,061)	
EX	(2)	C8112	EMERGENCY MANAGEMENT GIS COORDINATOR	Y	88	60,859	100,030	09	(67,218)	
EX	(1)	C8113	EMERGENCY MANAGEMENT OPERATIONS ADMINISTRATOR		90	63,960	105,126	13	(74,242)	
	(2)	C8117	EMERGENCY MANAGEMENT SERVICES ANALYST		71	39,893	59,366	09	(44,061)	
	(2)	C8114	EMERGENCY MANAGEMENT SERVICES ASSOCIATE		65	34,368	56,488	09	(37,959)	
EX	(2)	C8115	EMERGENCY MANAGEMENT SERVICES COORDINATOR		74	42,980	70,643	22	(55,791)	
	(3)	C5180	EMERGENCY MEDICAL COMMUNICATIONS DISPATCHER		65	34,368	56,488	09	(37,959)	
	(2)	C5183	EMERGENCY MEDICAL COMMUNICATIONS SUPERVISOR		78	47,741	78,024	09	(52,431)	
EX	(3)	C5177	EMERGENCY MEDICAL COORDINATOR		87	59,366	97,575	09	(65,569)	
	(3)	C5176	EMERGENCY MEDICAL COORDINATOR, ASSISTANT		81	51,144	84,062	09	(56,488)	
EX	(1)	C5509	EMERGENCY MEDICAL SERVICES, DEPUTY DIRECTOR		89	62,390	102,546	09	(68,909)	
EX	(1)	C5508	EMERGENCY MEDICAL SERVICES, DIRECTOR		118	128,242	210,781	15	(152,602)	
	(3)	C5170	EMERGENCY MEDICAL TECHNICIAN		64	33,524	55,102	09	(37,027)	
	(3)	C5175	EMERGENCY MEDICAL TECHNICIAN, ADVANCED		66	35,232	57,909	09	(38,914)	
	(3)	C5171	EMERGENCY MEDICAL TECHNICIAN, PARAMEDIC		75	44,061	72,420	09	(48,665)	
EX	(2)	C4025	ENGINEER		90	63,960	105,126	12	(73,325)	
	(2)	C4020	ENGINEER INTERN I		79	48,665	79,987	16	(58,633)	
	(2)	C4021	ENGINEER INTERN II		81	51,144	84,062	16	(61,620)	
	(3)	C4013	ENGINEERING AIDE		60	30,353	49,889	09	(33,524)	
	(3)	C4012	ENGINEERING ASSISTANT		56	27,481	45,169	09	(30,353)	
EX	(1)	C4028	ENGINEERING DIVISION MANAGER		102	86,176	141,641	14	(101,280)	
	(3)	C4002	ENGINEERING INSPECTION SUPERVISOR		52	24,882	40,896	09	(27,481)	
	(3)	C4006	ENGINEERING INSPECTOR		46	21,436	35,232	12	(24,574)	
	(2)	C4015	ENGINEERING SPECIALIST		71	39,893	65,569	09	(44,061)	
	(3)	C4018	ENGINEERING TECHNICIAN		63	32,702	53,750	14	(38,434)	
	(2)	C4230	ENTOMOLOGIST I		81	51,144	84,062	09	(56,488)	
EX	(2)	C4231	ENTOMOLOGIST II		85	56,488	92,845	09	(62,390)	
EX	(1)	C3097	ENVIRONMENTAL ENFORCEMENT SUPERINTENDENT		87	59,366	97,575	09	(65,569)	
	(3)	C3085	ENVIRONMENTAL ENFORCEMENT TECHNICIAN I		65	34,368	51,144	14	(40,391)	
	(3)	C3086	ENVIRONMENTAL ENFORCEMENT TECHNICIAN II		69	37,959	56,488	13	(44,061)	
	(3)	C3088	ENVIRONMENTAL ENFORCEMENT TECHNICIAN SUPERVISOR		75	44,061	72,420	13	(51,144)	
	(6)	C2515	EQUIPMENT & SERVICES DISPATCHER		46	21,436	35,232	12	(24,574)	
	(8)	C2320	EQUIPMENT OPERATOR I		50	23,675	38,914	12	(27,142)	
	(8)	C2321	EQUIPMENT OPERATOR II		52	24,882	40,896	12	(28,525)	
	(8)	C2322	EQUIPMENT OPERATOR III		58	28,882	47,471	13	(33,524)	
	(8)	C2323	EQUIPMENT OPERATOR IV		62	31,899	52,431	13	(37,027)	
	(2)	C0268	EXECUTIVE ASSISTANT		69	37,959	62,391	09	(41,925)	
	(2)	C0264	EXECUTIVE SECRETARY	Y	67	36,119	59,366	09	(39,893)	
	(3)	C4036	FACILITIES ENGINEERING SUPERVISOR		75	44,061	72,420	09	(48,665)	
EX	(2)	C5428	FIELD OPERATIONS SUPERVISOR (MOSQUITO CONTROL)		87	59,366	97,575	09	(65,569)	
	(8)	C3150	FIELD SERVICE SUPERVISOR		55	26,807	44,061	18	(33,111)	
EX	(2)	C0253	FINANCE OPERATIONS MANAGER	Y	88	60,859	100,030	09	(67,218)	
	(6)	C0406	FINANCIAL PAYROLL SPECIALIST		43	19,896	32,702	09	(21,975)	
	(6)	C0407	FINANCIAL SERVICES AGENT		51	24,271	39,893	09	(26,807)	
EX	(1)	C0252	FINANCIAL SYSTEMS ADMINISTRATOR		92	67,218	110,481	09	(74,242)	
	(3)	C0354	FIRE SUPPLY SUPERVISOR		61	31,117	51,144	09	(34,368)	
	(3)	C0351	FIRE SUPPLY TECHNICIAN I		50	23,675	38,914	09	(26,149)	
	(3)	C0352	FIRE SUPPLY TECHNICIAN II		54	26,149	42,980	09	(28,882)	
	(3)	C0353	FIRE SUPPLY TECHNICIAN III		58	28,882	47,471	09	(31,899)	
EX	(1)	C0502	FLEET MANAGER	Y	99	79,987	131,468	09	(88,344)	
	(7)	C1923	FLEET SERVICES MANAGER	Y	75	44,061	72,420	09	(48,665)	
	(7)	C1995	FLEET SERVICES SUPERVISOR		73	41,925	68,909	09	(46,306)	

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		STEP	HIRING RATE:	
						MINIMUM	MAXIMUM		RATE	
EX	(1)	C4255	FLOODPLAIN PROGRAM MANAGER		78	47,471	78,024	17		(57,909)
	(8)	C1210	FOOD SERVICES WORKER		41	18,932	31,117	21		(24,271)
EX	(2)	C5270	FORENSIC FIREARM EXAMINER		77	46,306	76,109	23		(60,859)
EX	(2)	C5272	FORENSIC FIREARM EXAMINER, LEAD		81	51,144	84,062	27		(70,643)
EX	(2)	C5271	FORENSIC FIREARM EXAMINER, SENIOR		79	48,665	79,987	25		(65,569)
EX	(2)	C5273	FORENSIC FIREARM EXAMINER, SUPERVISOR		85	56,488	92,845	27		(78,024)
EX	(2)	C8213	FRENCH MARKET SECURITY MANAGER		80	49,889	81,999	09		(55,102)
	(8)	C1607	GARDENER I		42	19,408	31,899	20		(24,574)
	(8)	C1608	GARDENER II		44	20,397	33,524	20		(25,826)
EX	(1)	C0181	GEOGRAPHIC INFORMATION SYSTEMS ADMINISTRATOR		99	79,987	131,468	09		(88,344)
	(6)	C0135	GRAPHIC DESIGNER		65	34,368	56,488	09		(37,959)
	(4)	C7185	GROUND PATROL OFFICER		58	28,882	47,471	09		(31,899)
	(4)	C7186	GROUND PATROL SUPERVISOR		60	30,353	49,889	09		(33,524)
	(8)	C1611	GROUNDSKEEPER II		45	20,910	34,368	18		(25,826)
	(8)	C1612	GROUNDSKEEPER III		50	23,675	38,914	12		(27,142)
EX	(2)	C8116	HAZARD MITIGATION ADMINISTRATOR	Y	96	74,242	122,025	09		(81,999)
EX	(2)	C4308	HAZARD MITIGATION SPECIALIST, SENIOR**		81	51,144	84,062	09		(56,488)
	(3)	C1967	HEATING, VENTILATION & AIR CONDITIONING, MECHANIC		76	45,169	74,242	09		(49,899)
EX	(3)	C1968	HEATING, VENTILATION & AIR CONDITIONING, SERVICES MANAGER		83	53,750	88,344	09		(59,366)
	(3)	C2202	HOUSING INSPECTION FIELD SUPERVISOR		68	37,027	60,859	09		(40,896)
EX	(2)	C0254	HRIS COORDINATOR	Y	84	55,102	90,567	09		(60,859)
EX	(2)	C0728	INDEPENDENT POLICE MONITOR AUDITOR		91	65,569	107,770	09		(72,420)
EX	(1)	C0179	INFORMATION TECHNOLOGY DIRECTOR**		99	79,987	131,468	09		(88,344)
EX	(2)	C0178	INFORMATION TECHNOLOGY MANAGER	Y	93	68,909	113,261	09		(76,109)
	(3)	C0165	INFORMATION TECHNOLOGY SPECIALIST I		67	36,119	59,366	09		(39,893)
	(3)	C0163	INFORMATION TECHNOLOGY SPECIALIST II		77	46,306	76,109	09		(51,144)
EX	(3)	C0177	INFORMATION TECHNOLOGY SPECIALIST III	Y	86	57,909	95,181	09		(63,960)
EX	(2)	C0180	INFORMATION TECHNOLOGY SUPERVISOR	Y	90	63,960	105,126	09		(70,643)
	(5)	C6025	INSTITUTIONAL COUNSELOR I		51	24,271	39,893	09		(26,807)
	(5)	C6026	INSTITUTIONAL COUNSELOR II		53	25,508	41,925	09		(28,173)
	(5)	C6027	INSTITUTIONAL COUNSELOR III		58	28,882	47,471	09		(31,899)
	(8)	C1521	INSTITUTIONAL FOOD SERVICES SUPERVISOR		50	23,675	38,914	27		(32,702)
	(5)	C6046	INSTITUTIONAL RECREATION SPECIALIST		53	25,508	41,925	09		(28,173)
EX	(2)	C0482	INTERNAL AUDITOR		75	44,061	72,420	17		(53,750)
EX	(2)	C0483	INTERNAL AUDITOR, SENIOR		77	46,306	76,109	17		(56,488)
	(2)	C0481	INTERNAL AUDITOR ASSISTANT		69	37,959	62,390	17		(46,306)
EX	(1)	C0484	INTERNAL AUDITOR, SUPERVISOR		88	60,859	100,030	11		(68,909)
	(2)	C0423	INVESTMENTS COORDINATOR		83	53,750	88,344	09		(59,366)
	(6)	C0420	JUNIOR ACCOUNTANT		56	27,481	45,169	09		(30,353)
	(5)	C6028	JUVENILE DETENTION COUNSELOR I		55	26,807	44,061	15		(31,899)
	(5)	C6029	JUVENILE DETENTION COUNSELOR II		58	28,882	47,471	13		(33,524)
	(5)	C6030	JUVENILE DETENTION COUNSELOR III		60	30,353	49,889	15		(36,119)
	(5)	C6031	JUVENILE DETENTION SUPERVISOR		63	32,702	53,750	15		(38,914)
EX	(1)	C2429	JUVENILE JUSTICE CENTER MAINTENANCE SUPERINTENDENT		82	52,431	86,176	13		(60,859)
EX	(1)	C6081	JUVENILE JUSTICE CENTER RESIDENTIAL LIFE SUPERINTENDENT		87	59,366	97,575	20		(75,170)
	(2)	C6062	JUVENILE JUSTICE CENTER RESIDENTIAL LIFE SUPERINTENDENT, ASSISTANT		69	37,959	62,390	27		(52,431)
EX	(1)	C6080	JUVENILE JUSTICE CENTER SUPPORTIVE SERVICES SUPERINTENDENT		87	59,366	97,575	20		(75,170)
	(2)	C6063	JUVENILE JUSTICE CENTER TRAINING COORDINATOR		69	37,959	62,390	27		(52,431)
	(2)	C6024	JUVENILE REENTRY SUPPORT SPECIALIST		63	32,702	53,750	19		(40,896)
	(2)	C5275	LABORATORY SPECIALIST I		66	35,232	57,909	09		(38,914)
	(2)	C5276	LABORATORY SPECIALIST II		75	44,061	72,420	09		(48,665)
	(3)	C5201	LABORATORY TECHNICIAN I		46	21,436	35,232	12		(24,574)
	(3)	C5202	LABORATORY TECHNICIAN II		56	27,481	45,169	09		(30,353)
	(3)	C5203	LABORATORY TECHNICIAN III		61	31,117	51,144	09		(34,368)
	(3)	C5200	LABORATORY TECHNICIAN TRAINEE		41	18,932	31,117	18		(23,383)
	(8)	C1510	LABORER		41	18,932	31,117	09 / 18*	(20,910) /	(23,383)*
	(8)	C1511	LABORER-WASTE COLLECTOR		41	18,932	31,117	18		(23,383)
EX	(2)	C1630	LANDSCAPE ARCHITECT	Y	79	48,665	79,987	09		(53,750)
	(2)	C1629	LANDSCAPE ARCHITECT INTERN		65	34,368	56,488	09		(37,959)
	(5)	C7019	LAW CLERK		66	35,232	57,909	09		(38,914)
	(5)	C0065	LAW OFFICE MANAGER		66	35,232	57,909	09		(38,914)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		HIRING RATE:	
						MINIMUM	MAXIMUM	STEP	RATE
	(2)	C0173	LEAD PROGRAMMER-ANALYST		90	63,960	105,126	09	(70,643)
	(6)	C7029	LEGAL ADMINISTRATIVE ASSISTANT		67	36,119	59,366	09	(39,893)
	(2)	C0261	LEGISLATIVE SERVICES SPECIALIST		60	30,353	49,889	09	(33,524)
	(2)	C6530	LIBRARIAN I		64	33,524	55,102	09	(37,027)
	(2)	C6531	LIBRARIAN II		71	39,893	65,569	09	(44,061)
EX	(2)	C6532	LIBRARIAN III		77	46,306	76,109	09	(51,144)
	(2)	C6520	LIBRARY ASSOCIATE I		55	26,807	44,061	09	(29,608)
	(2)	C6521	LIBRARY ASSOCIATE II		60	30,353	49,889	09	(33,524)
	(2)	C6522	LIBRARY ASSOCIATE III		64	33,524	55,102	09	(37,027)
	(2)	C6523	LIBRARY ASSOCIATE IV		68	37,027	60,859	09	(40,896)
EX	(2)	C6534	LIBRARY BRANCH MANAGER I		75	44,061	72,420	09	(48,665)
EX	(1)	C6535	LIBRARY BUREAU CHIEF		86	57,909	95,181	09	(63,960)
	(6)	C6510	LIBRARY PAGE		40	18,467	30,353	09	(20,397)
EX	(1)	C6539	LIBRARY PROGRAMMING COORDINATOR		84	55,102	90,567	09	(60,859)
EX	(2)	C6533	LIBRARY REGIONAL BRANCH MANAGER		84	55,102	90,567	09	(60,859)
	(3)	C5118	LICENSED PRACTICAL NURSE I		69	37,959	62,390	09	(41,925)
	(3)	C5119	LICENSED PRACTICAL NURSE II		72	40,896	67,218	09	(45,169)
	(3)	C5117	LICENSED PRACTICAL NURSE III		75	44,061	72,420	09	(48,665)
	(7)	C2411	MAINTENANCE ENGINEER		69	37,959	62,390	09	(41,925)
	(7)	C1973	MAINTENANCE WELDER		66	35,232	57,909	09	(38,914)
	(8)	C1710	MAINTENANCE WORKER		46	21,436	35,232	12	(24,574)
EX	(1)	C0367	MANAGEMENT DEVELOPMENT ADMINISTRATOR		88	60,859	100,030	11	(68,909)
	(2)	C0361	MANAGEMENT DEVELOPMENT ANALYST I	Y	62	31,899	52,431	21	(40,896)
	(2)	C0362	MANAGEMENT DEVELOPMENT ANALYST II		69	37,959	62,390	17	(46,306)
	(2)	C0360	MANAGEMENT DEVELOPMENT ASSISTANT		55	26,807	44,061	09	(29,608)
EX	(2)	C0363	MANAGEMENT DEVELOPMENT SPECIALIST I		75	44,061	72,420	17	(53,750)
EX	(2)	C0364	MANAGEMENT DEVELOPMENT SPECIALIST II		77	46,306	76,109	17	(56,488)
EX	(2)	C0365	MANAGEMENT DEVELOPMENT SUPERVISOR I	Y	80	49,889	81,999	17	(60,859)
EX	(1)	C0366	MANAGEMENT DEVELOPMENT SUPERVISOR II		82	52,431	86,176	17	(63,960)
EX	(2)	C0239	MANAGEMENT SERVICES ADMINISTRATOR	Y	88	60,859	100,030	11	(68,909)
EX	(1)	C0247	MANAGEMENT SERVICES SPECIALIST		78	47,471	78,024	17	(57,909)
EX	(2)	C8211	MARKETING DEVELOPMENT COORDINATOR**	Y	81	51,144	84,062	09	(56,488)
	(3)	C0340	MATERIAL AND STORES SUPERVISOR		61	31,117	51,144	09	(34,368)
	(3)	C2242	MECHANICAL EQUIPMENT INSPECTION SUPERVISOR		68	37,027	60,859	21	(47,471)
	(2)	C2240	MECHANICAL EQUIPMENT INSPECTOR		63	32,702	53,750	21	(41,925)
	(2)	C2243	MECHANICAL EQUIPMENT INSPECTOR II		72	40,896	67,218	21	(52,431)
EX	(1)	C2244	MECHANICAL EQUIPMENT INSPECTOR III		78	47,471	78,024	17	(57,909)
	(3)	C4225	MECHANICAL PLAN EXAMINER		66	35,232	57,909	21	(45,169)
EX	(2)	C0249	MEDIATION COORDINATOR		78	47,471	78,024	09	(52,431)
	(2)	C6038	MEDICAL AND SOCIAL SERVICES SPECIALIST		61	31,117	51,144	09	(34,368)
	(5)	C5113	MEDICAL ASSISTANT		48	22,528	37,027	09	(24,882)
	(3)	C5462	MOSQUITO CONTROL AVIATION SUPERVISOR		88	60,859	100,030	21	(78,024)
EX	(1)	C5430	MOSQUITO TERMITE & RODENT CONTROL DIRECTOR		113	113,261	186,158	09	(125,095)
	(1)	C5429	MOSQUITO TERMITE & RODENT CONTROL, ASSISTANT DIRECTOR		107	97,575	160,377	09	(107,770)
EX	(1)	C2249	MOTOR VEHICLE INSPECTION PROGRAM MANAGER		78	47,471	78,024	09	(52,431)
	(3)	C2248	MOTOR VEHICLE INSPECTION PROGRAM MANAGER, ASSISTANT		69	37,959	62,391	09	(41,925)
EX	(1)	C2815	MUNICIPAL INVESTIGATIONS COORDINATOR		88	60,859	100,030	09	(67,218)
EX	(1)	C8556	MUSEUM DIVISION CHIEF		86	57,909	95,181	09	(63,960)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		STEP	HIRING RATE:	
						MINIMUM	MAXIMUM		RATE	
	(7)	C8550	MUSEUM PREPARATOR		71	39,893	65,569	09		(44,061)
	(7)	C8549	MUSEUM PREPARATOR, ASSISTANT		63	32,702	53,750	09		(36,119)
	(4)	C8570	MUSEUM PROTECTION OFFICER		42	19,408	31,899	09		(21,436)
	(3)	C6180	NORDC POOL MAINTENANCE TECHNICIAN		60	30,353	49,889	09		(33,524)
EX	(2)	C8212	NORDC PUBLIC OUTREACH AND COMMUNICATIONS COORDINATOR		84	55,102	90,567	09		(60,859)
EX	(1)	C5515	NURSE PRACTITIONER		93	68,909	113,261	21		(88,344)
	(6)	C0032	OFFICE ASSISTANT I		44	20,397	33,524	09 / 13*	(22,528) /	(23,675)*
	(6)	C0060	OFFICE ASSISTANT II		46	21,436	35,232	09 / 10*	(23,675) /	(23,971)*
	(6)	C0061	OFFICE ASSISTANT III		48	22,528	37,027	09		(24,882)
	(6)	C0132	OFFICE ASSISTANT IV		50	23,675	38,914	09		(26,149)
	(6)	C0020	OFFICE ASSISTANT, TRAINEE		40	18,467	30,353	09 / 20*	(20,397) /	(23,383)*
	(6)	C0070	OFFICE SUPPORT SPECIALIST		54	26,149	42,980	09		(28,882)
	(2)	C0169	OPERATIONS CONTROL COORDINATOR		65	34,368	56,488	09		(37,959)
	(7)	C1780	PAINTER		58	28,882	47,471	09		(31,899)
	(7)	C1781	PAINTING SUPERVISOR		62	31,899	52,431	09		(35,232)
	(5)	C7017	PARALEGAL		67	36,119	59,366	09		(39,893)
EX	(1)	C4236	PARKING ADMINISTRATOR		80	49,889	81,999	13		(57,909)
	(8)	C0434	PARKING DIVISION MANAGER		71	39,893	65,569	11		(45,169)
	(8)	C7164	PARKING ENFORCEMENT FIELD SUPERVISOR		59	29,608	48,665	17		(36,119)
	(8)	C7163	PARKING ENFORCEMENT OFFICER I		46	21,436	35,232	15		(25,508)
	(8)	C7160	PARKING ENFORCEMENT OFFICER II		49	23,094	37,959	13		(26,807)
	(8)	C7161	PARKING ENFORCEMENT OFFICER III		52	24,882	40,896	11		(28,173)
	(8)	C7156	PARKING ENFORCEMENT OFFICER IV		54	26,149	42,980	11		(29,608)
	(8)	C7165	PARKING ENFORCEMENT SECTION SUPERVISOR		63	32,702	53,750	17		(39,893)
	(8)	C7157	PARKING ENFORCEMENT SQUAD LEADER		56	27,481	45,169	15		(32,702)
EX	(1)	C5124	PARKWAYS MAINTENANCE SECTION MANAGER		80	49,889	81,999	09		(55,102)
	(8)	C1619	PARKWAYS MAINTENANCE SUPERVISOR I		52	24,882	40,896	12		(28,525)
	(8)	C1620	PARKWAYS MAINTENANCE SUPERVISOR II		54	26,149	42,980	12		(29,978)
	(8)	C1621	PARKWAYS MAINTENANCE SUPERVISOR III		60	30,353	49,889	09		(33,524)
	(2)	C1622	PARKWAYS MAINTENANCE SUPERVISOR IV		69	37,959	62,390	09		(41,925)
	(8)	C1606	PARKWAYS TREE SPECIALIST		53	25,508	41,925	09		(28,173)
EX	(2)	C0416	PAYROLL SUPERVISOR		83	53,750	88,344	09		(59,366)
EX	(1)	C4213	PERSONNEL ADMINISTRATOR	Y	90	63,960	105,126	11		(72,420)
EX	(2)	C4212	PERSONNEL ADMINISTRATOR, ASSISTANT		84	55,102	90,567	15		(65,569)
EX	(2)	C0358	PERSONNEL CONSULTANT (CIVIL SERVICE)		80	49,889	81,999	19		(62,390)
EX	(1)	C0240	PERSONNEL DIRECTOR		106	95,181	156,441	09		(105,126)
EX	(1)	C0238	PERSONNEL DIVISION CHIEF	Y	86	57,909	95,181	13		(67,218)
	(3)	C5426	PEST CONTROL INSPECTOR I		51	24,271	39,893	09		(26,807)
	(3)	C5427	PEST CONTROL INSPECTOR II		56	27,481	45,169	09		(30,353)
	(3)	C5463	PEST CONTROL INSPECTOR III		58	28,882	47,471	09		(31,899)
	(3)	C1531	PEST CONTROL INSPECTOR IV		63	32,702	53,750	09		(36,119)
	(3)	C5466	PEST CONTROL SPECIALIST I		66	35,232	57,909	09		(38,914)
	(3)	C5434	PEST CONTROL SPECIALIST II		68	37,027	60,859	09		(40,896)
	(3)	C6620	PEST CONTROL SPECIALIST III		70	38,914	63,960	09		(42,980)
EX	(2)	C5260	PHARMACIST		98	78,024	128,242	09		(86,176)
EX	(2)	C5020	PHYSICIAN		116	122,025	200,563	15		(145,205)
EX	(2)	C5021	PHYSICIAN (PROGRAM DIRECTOR)		118	128,242	210,781	15		(152,602)
	(3)	C1869	PLANNER & ESTIMATOR	Y	52	24,882	40,896	09		(27,481)
EX	(1)	C4304	PLANNING ADMINISTRATOR		86	57,909	95,181	09		(63,960)
EX	(1)	C4306	PLANNING ADMINISTRATOR, ASSISTANT		84	55,102	90,567	09		(60,859)
	(2)	C4307	PLANNING INTERN		53	25,508	41,925	09		(28,173)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		STEP	HIRING RATE:	
						MINIMUM	MAXIMUM		RATE	
	(7)	C3010	PLANT ATTENDANT		42	19,408	31,899	20	(24,574)	
	(7)	C2412	PLANT ENGINEER		79	48,665	79,987	09	(53,750)	
	(7)	C3080	PLANT MAINTENANCE SUPERVISOR		65	34,368	56,488	09	(37,959)	
	(7)	C1810	PLUMBER		66	35,232	57,909	15	(41,925)	
EX	(1)	C2235	PLUMBING INSPECTION SUPERVISOR		78	47,471	78,024	11	(53,750)	
	(3)	C2234	PLUMBING INSPECTION SUPERVISOR, ASSISTANT		74	42,980	70,643	11	(48,665)	
	(3)	C2231	PLUMBING INSPECTOR II		66	35,232	57,909	12	(40,391)	
EX	(1)	C7140	POLICE ACADEMY ADMINISTRATOR	Y	100	81,999	134,775	09	(90,567)	
EX	(2)	C7138	POLICE ACADEMY CURRICULUM DEVELOPER		84	55,102	90,567	09	(60,859)	
EX	(2)	C7137	POLICE ACADEMY FIREARMS INSTRUCTOR		77	46,306	76,109	09	(51,144)	
EX	(2)	C7135	POLICE ACADEMY INSTRUCTOR		77	46,306	76,109	09	(51,144)	
EX	(2)	C7136	POLICE ACADEMY LEGAL INSTRUCTOR		84	55,102	90,567	32	(80,987)	
EX	(2)	C7139	POLICE ACCOUNTING SECTION MANAGER		84	55,102	90,567	09	(60,859)	
	(4)	C7105	POLICE AIDE		58	28,882	47,471	09	(31,899)	
EX	(2)	C7606	POLICE APPLICATIONS SPECIALIST (EARLY INTERVENTION SPEC.)		78	47,471	60,859	09	(52,431)	
	(4)	C7151	POLICE CADET		46	21,436	35,232	12	(24,574)	
	(4)	C7150	POLICE CADET, TRAINEE		41	18,932	31,117	18	(23,383)	
	(1)	C7103	POLICE COMMUNICATIONS SUPERVISOR		78	47,471	78,024	09	(52,431)	
	(8)	C7159	POLICE COMMUNITY SERVICES SPECIALIST		53	25,508	41,925	09	(28,173)	
	(6)	C7101	POLICE COMPLAINT OPERATOR		53	25,508	41,925	09	(28,173)	
EX	(1)	C0475	POLICE FISCAL AND BUDGET ADMINISTRATOR		90	63,960	105,126	09	(70,643)	
EX	(1)	C5139	POLICE HUMAN RESOURCE ADMINISTRATOR	Y	90	63,960	105,126	11	(72,420)	
EX	(1)	C0182	POLICE INFORMATION TECHNOLOGY ADMINISTRATOR	Y	96	74,242	122,025	09	(81,999)	
	(6)	C0403	POLICE PAYROLL SPECIALIST		58	28,882	47,471	09	(31,899)	
EX	(2)	C7605	POLICE RECRUITMENT & APPLICANT INVESTIGATION		90	63,960	105,126	09	(70,643)	
EX	(1)	C0373	POLICE SECONDARY EMPL ADMINISTRATOR ASSISTANT		99	79,987	131,468	09	(88,344)	
	(2)	C0370	POLICE SECONDARY EMPL COORDINATOR ANALYST I		62	31,899	52,431	21	(40,896)	
	(2)	C0371	POLICE SECONDARY EMPL COORDINATOR ANALYST II		69	37,959	62,390	17	(46,306)	
EX	(1)	C0372	POLICE SECONDARY EMPL MANAGEMENT SUPERVISOR		90	63,960	105,126	11	(72,420)	
	(3)	C7143	POLICE TECHNICAL SPECIALIST I		53	25,508	41,925	14	(29,978)	
	(3)	C7147	POLICE TECHNICAL SPECIALIST II		58	28,882	47,471	09	(31,899)	
	(3)	C7148	POLICE TECHNICAL SPECIALIST III		62	31,899	52,431	09	(35,232)	
	(3)	C7146	POLICE TECHNICAL SPECIALIST, TRAINEE		47	21,975	36,119	16	(26,476)	
	(3)	C7149	POLICE TECHNICAL SUPERVISOR	Y	66	35,232	57,909	09	(38,914)	
	(6)	C7141	POLICE TECHNICIAN I		41	18,932	31,117	22	(24,574)	
	(6)	C7142	POLICE TECHNICIAN II		46	21,436	35,232	16	(25,826)	
	(6)	C7144	POLICE TECHNICIAN III		51	24,271	39,893	14	(28,525)	
	(6)	C7145	POLICE TECHNICIAN SUPERVISOR		58	28,882	47,471	09	(31,899)	
	(6)	C1116	POLICE TECHNICIAN, TRAINEE		38	17,572	28,882	24	(23,383)	
	(3)	C3055	POWER DISPATCHER I		61	31,117	51,144	14	(36,570)	
	(3)	C3056	POWER DISPATCHER II		67	36,119	59,366	14	(42,449)	
	(3)	C3057	POWER DISPATCHER III		75	44,061	72,420	10	(49,273)	
	(3)	C3058	POWER DISPATCHER IV		86	57,909	95,181	11	(65,569)	
EX	(2)	C4404	PRESERVATION ARCHITECT		79	48,665	79,987	09	(53,750)	
	(2)	C0418	PRINCIPAL ACCOUNTANT		78	47,471	78,024	21	(60,859)	
EX	(2)	C4408	PRINCIPAL ARCHITECTURAL HISTORIAN		85	56,488	92,845	09	(62,390)	
	(2)	C0415	PRINCIPAL AUDITOR		78	47,471	78,024	21	(60,859)	
	(3)	C2212	PRINCIPAL BUILDING INSPECTOR		68	37,027	60,859	21	(47,471)	
EX	(2)	C4305	PRINCIPAL CITY PLANNER		81	51,144	84,062	09	(56,488)	
EX	(2)	C8555	PRINCIPAL CURATOR		82	52,431	86,176	09	(57,909)	

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		HIRING RATE:	
						MINIMUM	MAXIMUM	STEP	RATE
	(3)	C2222	PRINCIPAL ELECTRICAL INSPECTOR		68	37,027	60,859	21	(47,471)
EX	(2)	C8119	PRINCIPAL EMERGENCY MANAGEMENT SERVICES COORDINATOR		84	55,102	90,567	13	(63,960)
EX	(1)	C4023	PRINCIPAL ENGINEER		96	74,242	122,025	14	(87,254)
	(6)	C0074	PRINCIPAL OFFICE SUPPORT SPECIALIST		59	29,608	48,665	09	(32,702)
EX	(1)	C4234	PRINCIPAL RESEARCH ENTOMOLOGIST		103	88,344	145,205	09	(97,575)
	(3)	C2264	PRINCIPAL TAXICAB INVESTIGATOR		56	27,481	45,169	25	(37,027)
	(2)	C0285	PROGRAM COORDINATOR		67	36,119	59,366	09	(39,893)
	(3)	C0171	PROGRAMMER - ANALYST		80	49,889	81,999	09	(55,102)
	(6)	C0075	PROJECT OFFICE SUPPORT SPECIALIST		61	31,117	51,144	09	(34,368)
EX	(1)	C2414	PROPERTY OPERATIONS ADMINISTRATOR		86	57,909	95,181	09	(63,960)
	(4)	C7173	PROTECTIVE SERVICES OFFICER		63	32,702	53,750	09	(36,119)
EX	(1)	C2423	PUBLIC BUILDINGS ADMINISTRATOR		90	63,960	105,126	09	(70,643)
	(2)	C5439	PUBLIC HEALTH EDUCATOR	Y	46	21,436	35,232	09	(23,675)
	(2)	C5130	PUBLIC HEALTH NURSE I		80	49,889	81,999	09	(55,102)
	(2)	C5131	PUBLIC HEALTH NURSE II		82	52,431	86,176	09	(57,909)
EX	(2)	C5132	PUBLIC HEALTH NURSE III	Y	84	55,102	90,567	09	(60,859)
EX	(1)	C5133	PUBLIC HEALTH NURSE IV		94	70,643	116,110	09	(78,024)
EX	(2)	C5138	PUBLIC HEALTH NURSING CLINIC SUPERVISOR	Y	89	62,390	102,546	09	(68,909)
	(2)	C5137	PUBLIC HEALTH NURSING TEAM LEADER		65	34,368	56,488	09	(37,959)
EX	(1)	C1226	PUBLIC HEALTH NUTRITIONIST COORDINATOR		82	52,431	86,176	09	(57,909)
	(2)	C1223	PUBLIC HEALTH NUTRITIONIST I	Y	67	36,119	59,366	10	(40,391)
	(2)	C1224	PUBLIC HEALTH NUTRITIONIST II		73	41,925	68,909	09	(46,306)
EX	(2)	C1225	PUBLIC HEALTH NUTRITIONIST III		75	44,061	72,420	11	(49,889)
	(2)	C7125	PUBLIC RELATIONS ANALYST		69	37,959	62,391	09	(41,925)
EX	(2)	C7126	PUBLIC RELATIONS SPECIALIST	Y	76	45,169	74,242	09	(49,889)
EX	(2)	C7127	PUBLIC RELATIONS SPECIALIST, SENIOR	Y	78	47,471	78,024	09	(52,431)
EX	(2)	C8120	PUBLIC SAFETY SUPPORT SERVICES ADMINISTRATOR		87	59,366	97,575	09	(65,569)
EX	(1)	C0455	PUBLIC UTILITY COMPTROLLER		83	53,750	88,344	09	(59,366)
EX	(1)	C0454	PUBLIC UTILITY COMPTROLLER, ASSISTANT		79	48,665	79,987	09	(53,750)
	(2)	C4414	PUBLIC WORKS CONSTRUCTION MANAGER I		75	44,061	72,420	21	(56,488)
EX	(2)	C4415	PUBLIC WORKS CONSTRUCTION MANAGER II		79	48,665	79,987	17	(59,366)
EX	(2)	C4416	PUBLIC WORKS CONSTRUCTION MANAGER III		87	59,366	97,575	13	(68,909)
EX	(2)	C4417	PUBLIC WORKS CONSTRUCTION MANAGER IV		92	67,218	110,481	09	(74,242)
	(7)	C3110	PUBLIC WORKS MAINTENANCE SPECIALIST		56	27,481	45,169	09	(30,353)
	(7)	C2426	PUBLIC WORKS MAINTENANCE SUPERINTENDENT		77	46,306	76,109	09	(51,144)
	(8)	C3125	PUBLIC WORKS MAINTENANCE WORKER I		44	20,397	33,524	16	(24,574)
	(8)	C3126	PUBLIC WORKS MAINTENANCE WORKER II		48	22,528	37,027	12	(25,826)
	(8)	C3130	PUBLIC WORKS SUPERVISOR I		60	30,353	49,889	09	(33,524)
	(8)	C3131	PUBLIC WORKS SUPERVISOR II		65	34,368	56,488	09	(37,959)
	(7)	C3132	PUBLIC WORKS SUPERVISOR III		69	37,959	62,390	09	(41,925)
	(7)	C3133	PUBLIC WORKS SUPERVISOR IV		73	41,925	68,909	09	(46,306)
	(3)	C3045	PUMPING AND POWER PLANT OPERATOR		60	30,353	49,889	16	(36,570)
	(3)	C3040	PUMPING PLANT OPERATOR		55	26,807	44,061	18	(33,111)
	(3)	C3048	PUMPING STATIONS SUPERVISOR		79	48,665	79,987	13	(56,488)
	(3)	C3047	PUMPING STATIONS SUPERVISOR, ASSISTANT		71	39,893	65,569	15	(47,471)
EX	(1)	C0310	PURCHASING ADMINISTRATOR		100	81,999	134,775	09	(90,567)
EX	(2)	C0311	PURCHASING ADMINISTRATOR, ASSISTANT		96	74,242	122,025	09	(81,999)
EX	(1)	C7050	REAL ESTATE ADMINISTRATOR		86	57,909	95,181	09	(63,960)
	(2)	C7047	REAL ESTATE MANAGER		69	37,959	62,390	09	(41,925)
	(2)	C6122	RECREATION ACTIVITIES COORDINATOR		61	31,117	51,144	09	(34,368)
EX	(1)	C6154	RECREATION ADMINISTRATOR II (AQUATICS DIRECTOR)		82	52,431	86,176	13	(60,859)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		STEP	HIRING RATE:	
						MINIMUM	MAXIMUM		RATE	
EX	(1)	C6155	RECREATION ADMINISTRATOR II (ATHLETICS DIRECTOR)		82	52,431	86,176	09	(57,909)	
EX	(1)	C6156	RECREATION ADMINISTRATOR II (SPECIAL PROGRAMS)		82	52,431	86,176	09	(57,909)	
EX	(1)	C6157	RECREATION ADMINISTRATOR III (CENTER DIRECTOR)		88	60,859	100,030	09	(67,218)	
	(2)	C6151	RECREATION AQUATICS MANAGER		65	34,368	56,488	09	(37,959)	
	(5)	C6148	RECREATION ATHLETICS MANAGER I		58	28,882	47,471	09	(31,899)	
	(2)	C6150	RECREATION ATHLETICS MANAGER II		65	34,368	56,488	09	(37,959)	
	(5)	C6158	RECREATION CENTER ASSISTANT I		50	23,675	38,914	09	(26,149)	
	(5)	C6159	RECREATION CENTER ASSISTANT II		55	26,807	44,061	09	(29,608)	
	(5)	C6117	RECREATION CENTER MANAGER I		58	28,882	47,471	09	(31,899)	
	(2)	C6118	RECREATION CENTER MANAGER II		65	34,368	56,488	09	(31,959)	
	(2)	C6119	RECREATION CENTER MANAGER III		70	38,914	63,960	09	(42,980)	
	(2)	C6123	RECREATION COORDINATOR I		65	34,368	56,488	09	(37,959)	
	(2)	C6124	RECREATION COORDINATOR II		71	39,893	65,569	09	(44,061)	
	(5)	C6120	RECREATION LEADER ASSISTANT		45	20,910	34,368	10	(23,383)	
	(5)	C6121	RECREATION LEADER I		50	23,675	38,914	09	(26,149)	
	(5)	C6146	RECREATION LEADER II		55	26,807	44,061	09	(29,608)	
	(4)	C6110	RECREATION LIFEGUARD I		50	23,675	38,914	09	(26,149)	
	(4)	C6111	RECREATION LIFEGUARD II		55	26,807	44,061	09	(29,608)	
	(7)	C6140	RECREATION MAINTENANCE SUPERVISOR		76	45,169	74,242	09	(49,889)	
	(5)	C6149	RECREATION PROGRAMMING ASSISTANT		58	28,882	47,471	09	(31,899)	
	(2)	C6152	RECREATION PROGRAMMING MANAGER I		70	38,914	63,960	09	(42,980)	
EX	(2)	C6153	RECREATION PROGRAMMING MANAGER II		77	46,306	76,109	09	(51,144)	
	(5)	C6145	RECREATION SITE FACILITATOR I		50	23,675	38,914	09	(26,149)	
	(5)	C6147	RECREATION SITE FACILITATOR II		55	26,807	44,061	09	(29,608)	
	(7)	C1965	REFRIGERATION MECHANIC		64	33,524	55,102	09	(37,027)	
EX	(2)	C4235	RESEARCH ENTOMOLOGIST		88	60,859	100,030	09	(67,218)	
EX	(1)	C0463	REVENUE COLLECTION SUPERVISOR		88	60,859	100,030	09	(67,218)	
EX	(1)	C0450	REVENUE COLLECTOR		100	81,999	134,775	09	(90,567)	
EX	(1)	C0449	REVENUE COLLECTOR, ASSISTANT		96	74,242	122,025	09	(81,999)	
	(5)	C0445	REVENUE FIELD AGENT		61	31,117	51,144	23	(40,896)	
EX	(5)	C0441	REVENUE FIELD SPECIALIST I		75	44,061	72,420	17	(53,750)	
EX	(5)	C0442	REVENUE FIELD SPECIALIST II		77	46,306	76,109	17	(56,488)	
EX	(5)	C0443	REVENUE FIELD SUPERVISOR		80	49,889	81,999	17	(60,859)	
EX	(1)	C4600	ROADS AND DRAINAGE MAINTENANCE SUPERINTENDENT		85	56,488	92,845	09	(62,390)	
	(2)	C4110	SAFETY ENGINEER		71	39,893	65,569	09	(44,061)	
	(8)	C7162	SCHOOL CROSSING GUARD		34	15,909	26,149	32	(23,383)	
	(4)	C7180	SECURITY GUARD		41	18,932	31,117	18	(23,383)	
	(4)	C6179	SECURITY MANAGER	Y	69	37,959	62,390	09	(41,925)	
	(4)	C7190	SECURITY OFFICER		55	26,807	44,061	09	(29,608)	
	(4)	C8575	SECURITY SUPERVISOR		63	32,702	53,750	09	(36,119)	
	(4)	C3093	SECURITY SYSTEMS MANAGER		65	34,368	56,488	09	(37,959)	
EX	(2)	C4402	SENIOR ARCHITECT		96	74,242	122,025	09	(81,999)	
	(2)	C4407	SENIOR ARCHITECTURAL HISTORIAN		79	48,665	79,987	09	(53,750)	
	(2)	C0427	SENIOR AUDITOR		76	45,169	74,242	21	(57,909)	
	(3)	C2211	SENIOR BUILDING INSPECTOR		66	35,232	57,909	21	(45,169)	
	(3)	C4245	SENIOR BUILDING PLAN EXAMINER		72	40,896	67,218	21	(52,431)	
	(3)	C5220	SENIOR BUILDING SERVICES WORKER		44	20,397	33,524	20	(25,826)	
	(7)	C1741	SENIOR CARPENTER		64	33,524	55,102	09	(37,027)	
	(2)	C4303	SENIOR CITY PLANNER		76	45,169	74,242	09	(49,889)	
	(2)	C6076	SENIOR COURT PROBATION OFFICER		61	31,117	51,144	09	(34,368)	
	(2)	C8554	SENIOR CURATOR		71	39,893	65,569	09	(44,061)	
	(3)	C4262	SENIOR DRAFTING TECHNICIAN		58	28,882	47,471	09	(31,899)	

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		STEP	HIRING RATE:	
						MINIMUM	MAXIMUM		RATE	
	(3)	C2221	SENIOR ELECTRICAL INSPECTOR		66	35,232	57,909	21	(45,169)	
	(3)	C4217	SENIOR ELECTRICAL PLAN EXAMINER		70	38,914	63,960	21	(49,889)	
	(3)	C2501	SENIOR ELECTRONICS TECHNICIAN		69	37,959	62,390	09	(41,925)	
EX	(2)	C8118	SENIOR EMERGENCY MANAGEMENT SERVICES COORDINATOR		78	47,471	78,024	20	(60,108)	
	(3)	C5181	SENIOR EMERGENCY MEDICAL COMMUNICATIONS DISPATCHER		70	38,914	63,960	09	(42,980)	
EX	(2)	C4022	SENIOR ENGINEER		92	67,218	110,481	15	(79,987)	
EX	(1)	C4029	SENIOR ENGINEER DIVISION MANAGER		105	92,845	152,602	12	(106,440)	
	(6)	C0404	SENIOR EQUIPMENT AND SERVICES DISPATCHER		48	22,528	37,027	12	(25,826)	
	(8)	C1211	SENIOR FOOD SERVICES WORKER		44	20,397	33,524	25	(27,481)	
	(2)	C0262	SENIOR LEGISLATIVE SERVICES SPECIALIST		61	31,117	51,144	09	(34,368)	
	(7)	C1974	SENIOR MAINTENANCE WELDER		69	37,959	62,390	09	(41,925)	
	(7)	C1720	SENIOR MAINTENANCE WORKER		48	22,528	37,027	12	(25,826)	
	(3)	C2241	SENIOR MECHANICAL EQUIPMENT INSPECTOR		66	35,232	57,909	21	(45,169)	
	(3)	C4227	SENIOR MECHANICAL PLAN EXAMINER		70	38,914	63,960	21	(49,889)	
	(3)	C0166	SENIOR MIS LAN TECHNICIAN		83	53,750	88,344	09	(59,366)	
	(8)	C8571	SENIOR MUSEUM PROTECTION OFFICER		44	20,397	33,524	09	(22,528)	
	(6)	C0145	SENIOR OFFICE SUPPORT SPECIALIST		56	27,481	45,169	09	(30,353)	
	(7)	C1811	SENIOR PLUMBER		73	41,925	68,909	09	(46,306)	
	(6)	C7107	SENIOR POLICE DISPATCHER		70	38,914	63,960	09	(42,980)	
EX	(1)	C4027	SENIOR PRINCIPAL ENGINEER		98	78,024	128,242	18	(96,370)	
	(2)	C0172	SENIOR PROGRAMMER-ANALYST		86	57,909	95,181	09	(63,960)	
	(2)	C5455	SENIOR PUBLIC HEALTH EDUCATOR		58	28,882	47,471	09	(31,899)	
	(3)	C3041	SENIOR PUMPING PLANT OPERATOR		57	28,173	46,306	18	(34,797)	
	(2)	C7048	SENIOR REAL ESTATE MANAGER		71	39,893	65,569	09	(44,061)	
	(5)	C0447	SENIOR REVENUE FIELD AGENT		69	37,959	62,390	17	(46,306)	
	(7)	C1771	SENIOR SIGN FABRICATOR		65	34,368	56,488	09	(37,959)	
	(2)	C2811	SENIOR SPECIAL AGENT		78	47,471	78,024	09	(52,431)	
	(6)	C0322	SENIOR STOREKEEPER		46	21,436	35,232	16	(25,826)	
	(3)	C0162	SENIOR SYSTEMS APPLICATIONS OPERATOR		73	41,925	68,909	09	(46,306)	
	(2)	C0175	SENIOR SYSTEMS PROGRAMMER		88	60,859	100,030	09	(67,218)	
	(3)	C2262	SENIOR TAXICAB INVESTIGATOR		50	23,675	38,914	29	(33,524)	
	(8)	C1602	SENIOR TREE TRIMMER		54	26,149	42,980	09	(28,882)	
	(3)	C2601	SENIOR URBAN REHABILITATION SPECIALIST		69	37,959	62,390	09	(41,925)	
	(7)	C1961	SENIOR WELDER		64	33,524	55,102	09	(37,027)	
	(7)	C1970	SHEET METAL WORKER		58	28,882	47,471	09	(31,899)	
	(7)	C1770	SIGN FABRICATOR		58	28,882	47,471	09	(31,899)	
EX	(2)	C6050	SOCIAL SERVICES ADMINISTATOR		80	49,889	81,999	09	(55,102)	
EX	(2)	C6058	SOCIAL SERVICES SUPERVISOR		78	47,471	78,024	09	(52,431)	
	(2)	C6042	SOCIAL SERVICES WORKER I		63	32,702	53,750	09	(36,119)	
	(2)	C6043	SOCIAL SERVICES WORKER II		65	34,368	56,488	09	(37,959)	
	(2)	C6034	SOCIAL SERVICES WORKER III		68	37,027	60,859	09	(40,896)	
	(2)	C6045	SOCIAL WORKER I		70	38,914	63,960	09	(42,980)	
	(2)	C0295	SOCIAL WORKER II		71	39,893	65,569	09	(44,061)	
	(2)	C2810	SPECIAL AGENT		76	45,169	74,242	09	(49,889)	
	(8)	C6170	STABLE ATTENDANT		41	18,932	31,117	18	(23,383)	
	(7)	C3070	STEAM PLANT ENGINEER I		61	31,117	51,144	14	(36,570)	
	(7)	C3071	STEAM PLANT ENGINEER II		67	36,119	59,366	14	(42,449)	
	(7)	C3072	STEAM PLANT ENGINEER III		79	48,665	79,987	13	(56,488)	
	(7)	C3073	STEAM PLANT ENGINEER IV		86	57,909	95,181	11	(65,569)	
	(6)	C0321	STOREKEEPER		44	20,397	33,524	16	(24,574)	
	(6)	C0323	STOREKEEPER SUPERVISOR		52	24,882	40,896	09	(27,481)	

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		HIRING RATE:	
						MINIMUM	MAXIMUM	STEP	RATE
	(6)	C6109	SUMMER YOUTH WORKER		35	16,310	26,807		
	(3)	C0148	SYSTEMS APPLICATIONS OPERATOR		70	38,914	63,960	09	(42,980)
	(2)	C0176	SYSTEMS PROGRAMMER		93	68,909	113,261	09	(76,109)
	(5)	C0437	TAX COLLECTION SPECIALIST I		57	28,173	46,306	09	(31,117)
	(5)	C0438	TAX COLLECTION SPECIALIST II		61	31,117	51,144	09	(34,368)
	(5)	C0440	TAX COLLECTION SUPERVISOR		65	34,368	56,488	09	(37,959)
EX	(1)	C2265	TAXICAB BUREAU ADMINISTRATOR		78	47,471	78,024	21	(60,859)
EX	(2)	C6621	TAXICAB BUREAU ADMINISTRATOR, ASSISTANT		75	44,061	72,420	17	(53,750)
	(3)	C2263	TAXICAB INVESTIGATOR		48	22,528	37,027	25	(30,353)
	(3)	C6178	TAXICAB OPERATIONS SUPERVISOR		63	32,702	53,750	21	(41,925)
EX	(2)	C4049	TECHNICAL ADMINISTRATOR		75	44,061	72,420	17	(53,750)
EX	(1)	C0174	TECHNICAL SERVICES SUPERVISOR		85	56,488	92,845	09	(62,390)
	(2)	C4048	TECHNICAL SPECIALIST		69	37,959	62,390	17	(46,306)
EX	(1)	C0277	TEST DEVELOPMENT AND VALIDATION ADMINISTRATOR		90	63,960	105,126	21	(81,999)
	(2)	C0276	TEST DEVELOPMENT AND VALIDATION ASSOCIATE		73	41,925	68,909	21	(53,750)
	(2)	C0275	TEST DEVELOPMENT AND VALIDATION INTERN		71	39,893	65,569	09	(44,061)
EX	(1)	C0278	TEST DEVELOPMENT AND VALIDATION SPECIALIST		87	59,366	97,575	21	(76,109)
	(6)	C7010	TITLE ABTRACTOR I		48	22,528	37,027	09	(24,882)
	(8)	C1917	TOW TRUCK OPERATOR I		50	23,675	38,914	11	(26,807)
	(8)	C1914	TOW TRUCK OPERATOR II		52	24,882	40,896	12	(28,525)
	(8)	C1916	TOW TRUCK OPERATOR III		57	28,173	46,306	09	(31,117)
	(8)	C1918	TOW TRUCK OPERATOR IV- LEAD		58	28,882	47,471	11	(32,702)
	(8)	C1919	TOW TRUCK OPERATOR SUPERVISOR		59	29,608	48,665	17	(36,119)
EX	(6)	C0073	TRAFFIC COURT CASHIER SUPERVISOR		59	29,608	48,665	09	(32,702)
	(3)	C7519	TRAFFIC COURT SUPPORT SERVICES MANAGER		81	51,144	84,062	09	(56,488)
	(7)	C2046	TRAFFIC SIGN SUPERVISOR		56	27,481	45,169	09	(30,353)
	(7)	C2045	TRAFFIC SIGN TECHNICIAN		43	19,896	32,702	18	(24,574)
	(3)	C4229	TRAFFIC SIGNAL SPECIALIST		73	41,925	68,909	09	(46,306)
	(7)	C2055	TRAFFIC SIGNAL SUPERVISOR		71	39,893	65,569	09	(44,061)
	(7)	C2054	TRAFFIC SIGNAL SUPERVISOR, ASSISTANT		67	36,119	59,366	09	(39,893)
	(7)	C2050	TRAFFIC SIGNAL TECHNICIAN I		61	31,117	51,144	09	(34,368)
	(7)	C2051	TRAFFIC SIGNAL TECHNICIAN II		63	32,702	53,750	09	(36,119)
	(7)	C2052	TRAFFIC SIGNAL TECHNICIAN III		65	34,368	56,488	09	(37,959)
EX	(1)	C0465	TREASURY BUREAU CHIEF		100	81,999	134,775	09	(90,567)
EX	(2)	C0464	TREASURY BUREAU CHIEF, ASSISTANT		96	74,242	122,025	09	(81,999)
	(3)	C1601	TREE TRIMMER		52	24,882	40,896	09	(27,481)
	(3)	C2600	URBAN REHABILITATION SPECIALIST		67	36,119	59,366	09	(39,893)
	(3)	C2602	URBAN REHABILITATION SUPERVISOR		75	44,061	72,420	09	(48,665)
EX	(7)	C3411	UTILITIES DEPUTY MAINTENANCE MANAGER		86	57,909	95,181	09	(63,960)
EX	(7)	C3412	UTILITIES MAINTENANCE MANAGER		90	63,960	105,126	09	(70,643)
	(7)	C3403	UTILITIES MAINTENANCE TECHNICIAN I		59	29,608	48,665	14	(34,797)
	(7)	C3404	UTILITIES MAINTENANCE TECHNICIAN II		63	32,702	53,750	14	(38,434)
	(7)	C3405	UTILITIES MAINTENANCE TECHNICIAN III		69	37,959	62,390	11	(42,980)
	(7)	C3401	UTILITIES MAINTENANCE TRAINEE I		50	23,675	38,914	19	(29,608)
	(7)	C3402	UTILITIES MAINTENANCE TRAINEE II		52	24,882	40,896	20	(31,505)
	(7)	C3408	UTILITIES MASTER MAINTENANCE SPECIALIST I		75	44,061	72,420	11	(49,889)
	(7)	C3409	UTILITIES MASTER MAINTENANCE SPECIALIST II		77	46,306	76,109	11	(52,431)
	(7)	C3410	UTILITIES MASTER MAINTENANCE SUPERVISOR		81	51,144	84,062	13	(59,366)
	(6)	C3153	UTILITIES METER SERVICES MANAGER		69	37,959	62,390	09	(41,925)
	(6)	C3152	UTILITIES METER SERVICES SUPERVISOR		66	35,232	57,909	09	(38,914)
	(6)	C3151	UTILITIES METER SERVICES SUPERVISOR, ASSISTANT		63	32,702	53,750	09	(36,119)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	EQP	GRADE	RANGE		HIRING RATE:	
						MINIMUM	MAXIMUM	STEP	RATE
	(5)	C3016	UTILITIES PLANT WORKER		52	24,882	40,896	20	(31,505)
	(7)	C3406	UTILITIES TRADE SPECIALIST I		72	40,896	67,218	09	(45,169)
	(7)	C3407	UTILITIES TRADE SPECIALIST II		73	41,925	68,909	11	(47,471)
EX	(1)	C3012	UTILITY CONTINUOUS IMPROVEMENT ADMINISTRATOR		104	90,567	148,858	21**	(116,110)**
EX	(1)	C3011	UTILITY HUMAN RESOURCES ADMINISTRATOR		94	70,643	116,110	29	(100,030)
EX	(1)	C3038	UTILITY SENIOR SERVICES ADMINISTRATOR		104	90,567	148,857	09	(100,030)
EX	(1)	C3095	UTILITY SENIOR SERVICES MANAGER		94	70,643	116,110	09	(78,024)
EX	(1)	C3036	UTILITY SERVICES ADMINISTRATOR		98	78,024	128,242	09	(86,176)
EX	(1)	C3094	UTILITY SERVICES MANAGER		88	60,859	100,030	09	(67,218)
EX	(1)	C3013	UTILITY STRATEGIC PLANNING ADMINISTRATOR		104	90,567	148,858	21**	(116,110)**
	(3)	C0345	WAREHOUSE & SUPPLIES MANAGER		65	34,368	56,488	09	(37,959)
	(7)	C2410	WATCH ENGINEER		64	33,524	55,102	09	(37,027)
	(2)	C5240	WATER CHEMIST I		65	34,368	56,488	14	(40,391)
	(2)	C5241	WATER CHEMIST II		75	44,061	72,420	09	(48,665)
	(2)	C5242	WATER CHEMIST III		84	55,102	90,567	09	(60,859)
	(8)	C3141	WATER METER READER		50	23,675	38,914	20	(29,978)
	(3)	C3142	WATER METER READER AND SERVICES TECHNCIAN		53	25,508	41,925	18	(31,505)
	(8)	C3150	WATER METER READER AND SERVICES TECHNCIAN (LEAD)		55	26,807	44,061	18	(33,111)
	(8)	C3140	WATER METER READER TRAINEE		46	21,436	35,232	23	(28,173)
	(8)	C3154	WATER METER READING FIELD SERVICES SUPERVISOR		58	28,882	47,471	18	(35,673)
	(3)	C3020	WATER PURIFICATION OPERATOR I		56	27,481	45,169	16	(33,111)
	(3)	C3021	WATER PURIFICATION OPERATOR II		61	31,117	51,144	14	(36,570)
	(3)	C3022	WATER PURIFICATION OPERATOR III		67	36,119	59,366	14	(42,449)
	(3)	C3023	WATER PURIFICATION OPERATOR IV		79	48,665	79,987	13	(56,488)
EX	(3)	C0168	WEB/DATA ADMINISTRATOR		86	57,909	95,181	09	(63,960)
	(7)	C1960	WELDER		62	31,899	52,431	09	(35,232)
	(7)	C1745	WORKSHOP SUPERVISOR		68	37,027	60,859	09	(40,896)
EX	(1)	C4250	ZONING ADMINISTRATOR		86	57,909	95,181	09	(63,960)
EX	(2)	C4251	ZONING ADMINISTRATOR, ASSISTANT		84	55,102	90,567	09	(60,859)

NEW ORLEANS CIVIL SERVICE (AVIATION CLASSES)

EAP	OC	CLASS		GRADE	RANGE		HIRING STEP/RT
		CODE	CLASS OF POSITIONS		MINIMUM	MAXIMUM	
		(6) C8022	AIRPORT ADMINISTRATIVE INTERN	40	18,467	30,353	20 (23,383)
		(6) C8024	AIRPORT ADMINISTRATIVE SPECIALIST I	47	21,975	36,119	10 (24,574)
		(6) C8026	AIRPORT ADMINISTRATIVE SPECIALIST II	53	25,508	41,925	9 (28,173)
		(6) C8028	AIRPORT ADMINISTRATIVE SPECIALIST III	60	30,353	49,889	9 (33,524)
		(6) C8030	AIRPORT ADMINISTRATIVE SPECIALIST IV	64	33,524	55,102	9 (37,027)
		(6) C8032	AIRPORT ADMINISTRATIVE SPECIALIST V	68	37,027	60,859	9 (40,896)
		(7) C8140	AIRPORT ASSISTANT MAINTENANCE MANAGER	77	46,306	76,109	9 (51,144)
		(2) C8300	AIRPORT ASSISTANT SERVICES AGENT	64	33,524	55,102	21 (42,980)
EX		(1) C8318	AIRPORT ASSISTANT SERVICES MANAGER	87	59,366	97,624	13 (68,909)
		(6) C8060	AIRPORT COMMUNICATIONS SPECIALIST	57	28,173	46,306	9 (31,117)
		(6) C8062	AIRPORT COMMUNICATIONS SUPERVISOR	68	37,027	60,859	9 (40,896)
EX		(2) C8050	AIRPORT ELECTRICAL SERVICES MANAGER	90	63,960	105,126	19 (79,987)
EX		(2) C8314	AIRPORT LEAD SERVICES AGENT	80	49,889	81,999	9 (55,102)
		(7) C8047	AIRPORT MAINTENANCE SUPERVISOR	68	37,027	60,859	9 (40,896)
EX		(1) C8322	AIRPORT OPERATIONS ANALYST	94	70,643	116,110	15 (84,062)
		(7) C8049	AIRPORT PRINCIPAL MAINTENANCE SUPERVISOR	75	44,061	72,420	9 (48,665)
EX		(2) C8316	AIRPORT PRINCIPAL SERVICES AGENT	84	55,102	90,567	15 (65,569)
		(6) C8061	AIRPORT SENIOR COMMUNICATIONS SPECIALIST	64	33,524	55,102	9 (37,027)
		(2) C8312	AIRPORT SENIOR SERVICES AGENT	77	46,306	76,109	17 (56,488)
EX		(1) C8326	AIRPORT SENIOR SERVICES MANAGER	99	79,987	131,468	9 (88,344)
		(7) C8055	AIRPORT SENIOR TRANSPORTATION OFFICER	64	33,524	55,102	9 (37,027)
		(8) C8042	AIRPORT SENIOR WORKER	58	28,882	47,471	9 (31,899)
		(2) C8310	AIRPORT SERVICES AGENT	71	39,893	65,569	21 (51,144)
EX		(1) C8320	AIRPORT SERVICES MANAGER	90	63,960	105,126	11 (72,420)
		(7) C8048	AIRPORT SKILLED MAINTENANCE SUPERVISOR	72	40,896	67,218	9 (45,169)
		(6) C8170	AIRPORT SYSTEMS SPECIALIST	64	33,524	55,102	9 (37,027)
		(2) C8172	AIRPORT SYSTEMS SUPERVISOR	77	46,306	76,109	9 (51,144)
		(7) C8043	AIRPORT TECHNICIAN I	62	31,899	52,431	9 (35,252)
		(7) C8044	AIRPORT TECHNICIAN II	68	37,027	60,859	9 (40,896)
		(7) C8045	AIRPORT TECHNICIAN III	71	39,893	65,569	9 (44,061)
		(7) C8046	AIRPORT TECHNICIAN SPECIALIST	74	42,980	70,643	9 (47,471)
		(3) C8053	AIRPORT TRANSPORTATION OFFICER	57	28,173	46,306	9 (31,117)
		(3) C8057	AIRPORT TRANSPORTATION SUPERVISOR	68	37,027	60,859	9 (40,896)
		(8) C8041	AIRPORT WORKER	50	23,675	38,914	9 (26,149)
		(8) C8040	AIRPORT WORKER TRAINEE	48	22,528	37,027	9 (24,882)

Special Rate of Pay:

Employees of the New Orleans Aviation Board who reside in the Parish of Orleans and who work at New Orleans International Airport (Louis Armstrong) shall receive five (5%) percent over their normal rate of pay.

NEW ORLEANS CIVIL SERVICE (FIRE CLASSES)

		CLASS		GRADE	RANGE		HIRING STEP/RT
EAP	OC	CODE	CLASS OF POSITIONS		MINIMUM	MAXIMUM	
		(2) C7306	911 LIAISON OFFICER	67	36,119	59,366	9 (39,893)
EX	(1)	C2274	ASSISTANT CHIEF OF FIRE PREVENTION	76	45,169	74,242	9 (49,889)
EX	(1)	C2275	CHIEF OF FIRE PREVENTION	80	49,889	81,999	9 (55,102)
EX	(1)	C7223	DEPUTY FIRE CHIEF	80	49,889	81,999	9 (55,102)
	(4)	C7215	FIRE APPARATUS OPERATOR	61	31,117	51,144	9 (34,368)
	(2)	C7221	FIRE CAPTAIN	67	36,119	59,366	9 (39,893)
EX	(1)	C7222	FIRE DISTRICT CHIEF	76	45,169	74,242	9 (49,889)
EX	(1)	C7224	FIRE DIVISION CHIEF	80	49,889	81,999	9 (55,102)
EX	(2)	C7205	FIRE EDUCATION OFFICER	67	36,119	59,366	9 (39,893)
	(4)	C7220	FIRE LIEUTENANT	65	34,368	56,488	9 (37,959)
	(3)	C2270	FIRE PREVENTION INSPECTOR	67	36,119	59,366	9 (39,893)
	(3)	C2276	FIRE PREVENTION INSPECTOR, RECRUIT	55	26,807	44,061	9 (29,608)
	(3)	C2272	FIRE PREVENTION PLAN EXAMINER	72	40,896	67,218	9 (45,169)
	(4)	C7209	FIRE RECRUIT	51	24,271	39,893	9 (26,807)
	(4)	C7210	FIREFIGHTER I	57	28,173	46,306	9 (31,117)
	(4)	C7211	FIREFIGHTER II	59	29,608	48,665	9 (32,702)
	(3)	C2271	SENIOR FIRE PREVENTION INSPECTOR	72	40,896	67,218	9 (45,169)

In accordance with the decree of the Supreme Court of the State of Louisiana, the base salary for each classification is determined by combining the monthly salary rate paid by the City of New Orleans with the monthly salary rates established by the State Legislature for supplemental pay in the amount of \$500.00 per month after one year.

For purposes of information only, it should be noted that personnel in the above Fire classifications may also receive an annual millage distribution amounting to approximately \$5,193 annually currently. This amount is not included in the determination of what constitutes base pay.

NEW ORLEANS CIVIL SERVICE
(HEALTH POLICY/GRANT FUNDED POSITIONS)

EAP	OC	CLASS CODE	CLASS OF POSITIONS		E.Q.P. GRADE	MINIMUM	MAXIMUM	HIRING STEP/RT
EX	(1)	C5506	DENTIST (PROGRAM DIRECTOR)		118	128,242	210,781	15 (152,602)
EX	(1)	C5504	HEALTH PROJECT & PLANNING ADMINISTRATOR	Y	86	57,909	95,181	13 (67,218)
	(2)	C5501	HEALTH PROJECT & PLANNING ANALYST	Y	54	26,149	42,980	21 (33,524)
EX	(1)	C5503	HEALTH PROJECT & PLANNING MANAGER	Y	82	52,431	86,176	17 (63,960)
EX	(1)	C5513	HEALTH PROJECT & PLANNING SENIOR ADMINISTRATOR	Y	90	63,960	105,126	13 (74,242)
	(2)	C5510	HEALTH PROJECT & PLANNING SENIOR ANALYST	Y	63	32,702	53,750	21 (41,925)
	(6)	C5512	HEALTH PROJECT & PLANNING SENIOR WORKER	Y	46	21,436	35,232	9 (23,675)
	(6)	C5511	HEALTH PROJECT & PLANNING WORKER		36	16,720	27,481	17 (20,397)
EX	(1)	C5502	HEALTH PROJECT & PLANNING SPECIALIST	Y	76	45,169	74,242	17 (55,102)
EX	(1)	C5507	PHARMACIST (PROGRAM DIRECTOR)		80	49,889	81,999	9 (55,102)
EX	(1)	C5505	PHYSICIAN (PROGRAM DIRECTOR)		118	128,242	210,781	15 (152,602)

NEW ORLEANS CIVIL SERVICE (INSPECTOR GENERAL CLASSIFICATIONS)

CLASS		CLASS OF POSITIONS	E.Q.P.	GRADE	RANGE:		HIRING STEP/RT
EAP	OC				MINIMUM	MAXIMUM	
EX	(1)	C0704	ASSISTANT CHIEF OF AUDIT AND REVIEW (INSPECTOR GENERAL)		95	\$72,420 \$119,031	09 (79,987)
EX	(1)	C0711	ASSISTANT CHIEF OF CRIMINAL INVESTIGATIONS (INSPECTOR GENERAL)		95	\$72,420 \$119,031	09 (79,987)
EX	(1)	C0724	ASSISTANT CHIEF OF INSPECTIONS AND EVALUATIONS (INSPECTOR GENERAL)		95	\$72,420 \$119,031	09 (79,987)
EX	(1)	C0705	CHIEF OF AUDIT AND REVIEW (INSPECTOR GENERAL)		99	\$79,987 \$131,468	09 (88,344)
EX	(1)	C0712	CHIEF OF CRIMINAL INVESTIGATIONS (INSPECTOR GENERAL)	Y	99	\$79,987 \$131,468	09 (88,344)
EX	(1)	C0725	CHIEF OF INSPECTIONS AND EVALUATIONS (INSPECTOR GENERAL)		99	\$79,987 \$131,468	09 (88,344)
EX	(1)	C0707	CRIMINAL INVESTIGATOR I (INSPECTOR GENERAL)		87	\$59,366 \$97,624	09 (65,569)
EX	(1)	C0708	CRIMINAL INVESTIGATOR II (INSPECTOR GENERAL)		89	\$62,390 \$102,546	09 (68,909)
EX	(1)	C0709	CRIMINAL INVESTIGATOR III (INSPECTOR GENERAL)		91	\$65,569 \$107,770	09 (72,420)
EX	(1)	C0710	CRIMINAL INVESTIGATOR IV (INSPECTOR GENERAL)	Y	93	\$68,909 \$113,261	09 (76,109)
EX	(1)	C0706	DEPUTY INSPECTOR GENERAL OF AUDIT AND REVIEW	Y	104	\$90,567 \$148,857	09 (100,030)
EX	(1)	C0713	DEPUTY INSPECTOR GENERAL OF CRIMINAL INVESTIGATIONS	Y	104	\$90,567 \$148,857	09 (100,030)
EX	(1)	C0726	DEPUTY INSPECTOR GENERAL OF INSPECTIONS AND EVALUATIONS		104	\$90,567 \$148,857	9 (100,030)
EX	(1)	C0700	FORENSIC AUDITOR I (INSPECTOR GENERAL)		87	\$59,366 \$97,624	09 (65,569)
EX	(1)	C0701	FORENSIC AUDITOR II (INSPECTOR GENERAL)		89	\$62,390 \$102,546	09 (68,909)
EX	(1)	C0702	FORENSIC AUDITOR III (INSPECTOR GENERAL)		91	\$65,569 \$107,770	09 (72,420)
EX	(1)	C0703	FORENSIC AUDITOR IV (INSPECTOR GENERAL)		93	\$68,909 \$113,261	09 (76,109)
EX	(1)	C0714	FORENSIC ENGINEER I (INSPECTOR GENERAL)		94	\$70,643 \$116,110	09 (78,024)
EX	(1)	C0715	FORENSIC ENGINEER II (INSPECTOR GENERAL)		97	\$76,109 \$125,095	09 (84,062)
EX	(1)	C0716	FORENSIC ENGINEER III (INSPECTOR GENERAL)		99	\$79,987 \$131,468	09 (88,344)
EX	(1)	C0717	FORENSIC ENGINEER IV (INSPECTOR GENERAL)		102	\$86,176 \$141,641	09 (95,181)
EX	(1)	C0727	INFORMATION TECHNOLOGY SECURITY SPECIALIST (INSPECTOR GENERAL)		93	\$68,909 \$113,261	09 (76,109)
EX	(1)	C0720	INSPECTOR AND EVALUATOR I (INSPECTOR GENERAL)		87	\$59,366 \$97,624	09 (65,569)
EX	(1)	C0721	INSPECTOR AND EVALUATOR II (INSPECTOR GENERAL)		89	\$62,390 \$102,546	09 (68,909)
EX	(1)	C0722	INSPECTOR AND EVALUATOR III (INSPECTOR GENERAL)	Y	91	\$65,569 \$107,770	09 (72,420)
EX	(1)	C0723	INSPECTOR AND EVALUATOR IV (INSPECTOR GENERAL)		93	\$68,909 \$113,261	09 (76,109)
EX	(1)	C0719	INSPECTOR AND EVALUATOR, ASSOCIATE (INSPECTOR GENERAL)		75	\$44,061 \$72,420	09 (48,665)
EX	(1)	C0718	SUPERVISOR OF FORENSIC ENGINEERING (INSPECTOR GENERAL)		105	\$92,845 \$152,602	09 (102,546)

NEW ORLEANS CIVIL SERVICE (POLICE CLASSIFICATIONS)

CLASS		CLASS OF POSITIONS	E.Q.P.	GRADE	RANGE:		HIRING STEP/RT
EAP	OC	CODE			MINIMUM	MAXIMUM	
	(2)	C7175			65	34,368	56,488 9 (37,959)
EX	(2)	C5253			86	57,909	95,181 33 (86,170)
	(2)	C5250		Y	63	32,702	53,750 9 (36,119)
	(2)	C5251			71	39,893	65,569 9 (44,061)
	(2)	C5252			79	48,665	79,987 9 (53,750)
EX	(2)	C5254			82	52,431	86,176 9 (57,909)
	(4)	C7155			54	26,149	42,980 9 (28,882)
EX	(1)	C7168			91	65,569	107,770 9 (72,420)
EX	(1)	C7113			87	59,366	97,575 22 (77,061)
	(1)	C7130			75	44,061	72,420 22 (57,194)
	(4)	C7112			83	53,750	88,344 22 (69,771)
EX	(1)	C7122			90	63,960	105,126 20 (80,987)
	(4)	C7110			67	36,119	57,909 22 (46,885)
	(4)	C7109			65	34,368	56,488 14 (40,391)
	(4)	C7111			79	48,665	79,987 22 (63,170)
	(2)	C7167		Y	74	42,980	70,643 9 (47,471)
	(2)	C7166			67	36,119	59,366 9 (39,893)
	(4)	C7134			73	41,925	68,909 18 (51,783)

In order for parity to be effected between certain law enforcement classifications and other comparable classes who also receive supplemental pay from the State, the base salary for each classification is determined by combining the monthly salary rate paid by the City of New Orleans with the monthly salary rates established by the State Legislature for supplemental pay in the amount of \$500.00 per month after one year of service.

For purposes of information only, it should be noted that personnel in the above Police classifications may also receive an annual millage distribution amounting to approximately \$3,545 currently. This amount is not included in the determination of what constitutes base pay.

NEW ORLEANS CIVIL SERVICE (S&WB NETWORK CLASSIFICATIONS)

		CLASS	CLASS OF POSITIONS	GRADE	RANGE		HIRING RATE
EAP	OC	CODE			MINIMUM	MAXIMUM	
		(7) C3301	NETWORKS MAINTENANCE TECHNICIAN I	52	24,882	40,896	15 (29,608)
		(7) C3302	NETWORKS MAINTENANCE TECHNICIAN II	57	28,173	46,306	10 (31,505)
		(7) C3305	NETWORKS MASTER MAINTENANCE TECHNICIAN I	67	36,119	59,366	14 (42,449)
		(7) C3306	NETWORKS MASTER MAINTENANCE TECHNICIAN II	71	39,893	65,569	13 (46,306)
EX	(2)	C3308	NETWORKS PLANNER/SCHEDULER	75	44,061	72,420	21 56,488)
	(2)	C3307	NETWORKS QUALITY ASSURANCE AND SAFETY	73	41,925	68,909	13 (48,665)
	(7)	C3303	NETWORKS SENIOR MAINTENANCE TECHNICIAN I	59	29,608	48,665	10 (33,111)
	(7)	C3304	NETWORKS SENIOR MAINTENANCE TECHNICIAN II	63	32,702	53,750	10 (36,570)
EX	(1)	C3309	NETWORKS ZONE MANAGER	81	51,144	84,062	13 (59,366)
EX	(1)	C3310	NETWORKS SENIOR ZONE MANAGER	85	56,488	160,110	09 (62,390)

All personnel in the classifications listed above are eligible to participate in the Sewerage and Water Board's pilot incentive program in accordance with Rule IV, Section 12.1.

SPECIAL RATES OF PAY FIRE (8)

1. Employees of the Fire Department shall receive twenty (20) percent over their normal rate of pay when assigned to the Department's Public Information Unit.
2. Employees in the class of Fire Education Officer who are assigned as training officers at the Fire Training School shall receive twenty (20) percent over their normal rate of pay.
3. Employees in the class of Fire Apparatus Operator who are assigned as training officers at the Fire Training School shall receive ten (10) percent over their normal rate of pay.
4. Fire Department employees working at New Orleans International Airport who are certified as Emergency Medical Technicians, Paramedic shall receive ten (10) percent over their normal rate of pay when so assigned.
5. Fire Department employees working at New Orleans International Airport who are certified as Emergency Medical Technicians, Intermediate shall receive five (5) percent over their normal rate of pay when so assigned.
6. Fire Department employees assigned to duty at an airport shall receive five (5) percent over their normal rate of pay.
7. Employees in the classification of Firefighter I, Fire Apparatus Operator, Fire Captain, Fire Education Officer, Fire District Chief, Fire Division Chief and Fire Deputy Fire Chief not assigned to the New Orleans International Airport who are currently certified as Emergency Medical Technician Basic, Intermediate or Paramedic shall receive five (5) percent over their normal rate of pay. Employees are limited to one premium regardless of the number of certifications.
8. Fire Department employees assigned to the Flying Squad, Rescue Squad or the Hazardous Materials Unit shall receive five (5) percent over their normal rate of pay.

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates. These special rates are not part of base pay and may be removed when the employee changes assignment or does not maintain certification in designated area. Special Rates are also removed prior to an employee's terminal leave payout. Effective May 26, 2017, special rates of pay for EMT, Advanced EMT, and Paramedic certifications shall be effective at the beginning the pay period following the pay period in which the documentation is received by Civil Service.

FIRE SPECIAL DUAL ASSIGNMENT PAY (4)

1. Employees in the class of Firefighter I who, in the absence of the regular Fire Apparatus Operator are assigned such responsibility for a minimum of 12 hours or are designated as the primary Fire Apparatus Operator for that period, assuming minimum qualification requirements are met, shall receive 10.45% (percent) over their normal rate of pay while actively engaged in such assignments.
2. Employees in the class of Firefighter I who, in the absence of the regular Fire Captain are assigned such responsibility, assuming minimum qualification requirements are met, for a minimum of 12 hours or are designated as the primary Fire Captain for that period, shall receive 28.2% (percent) over their normal rate of pay while actively engaged in such assignments.
3. Employees in the class of Fire Apparatus Operator who, in the absence of the regular Fire Captain are assigned such responsibility assuming minimum qualification requirements are met, for a minimum of 12 hours or are designated as the primary Fire Captain for that period, shall receive 16.08% (percent) over their normal rate of pay while actively engaged in such assignments.
4. Employees in the class of Firefighter Captain who, in the absence of the regular Fire District Chief are assigned such responsibility assuming minimum qualification requirements are met, for a minimum of 12 hours or are designated as the primary Fire District Chief for that period, shall receive 10.45% (percent) over their normal rate of pay while actively engaged in such assignments.

Based upon the request from the Fire Department, the rule and pay plan amendments that were approved by the Commission would allow for payment for firefighters for occasional or intermittent performance of job duties when other members of the department are on annual leave, sick leave, training or other approved leave.

SPECIAL RATES OF PAY MOSQUITO , TERMITE AND RODENT CONTROL BOARD (4)

1. Employees of the Mosquito Control Board who are certified pilots shall be paid \$80.00 per hour while engaged in spray missions and \$20.00 per hour for all other flights, in addition to their base rate.
2. Employees of the Mosquito Control Board who are licensed aircraft and power plant mechanics shall be paid \$10.00 per hour while engaged in aircraft maintenance, in addition to their base rate.
3. Employees of the Mosquito Control Board who are certified as flight observers and/or aerial photographers shall be paid \$10.00 per hour while engaged in such assignments, in addition to their base rate.
4. Employees of the Mosquito Control Board who are involved in the mixing and loading of toxic pesticide concentrates shall be paid \$10.00 per hour while directly engaged in such tasks, in addition to their base rate.

SPECIAL RATES OF PAY EMS (5)

1. Employees in the classes of Emergency Medical Technician, Basic, Emergency Medical Technician, Intermediate, Emergency Medical Technician, Paramedic, Emergency Medical Coordinator, Assistant and Emergency Medical Coordinator shall receive \$1,500 annually over their normal rate of pay when currently certified and assigned as a Rescue Swimmer/ Rapid Diver, Hazmat , Urban Search and Rescue or Tactical Paramedic. Employees are limited to one \$1,500 premium.
2. Employees in the class of Emergency Medical Technician, Paramedic shall receive five (5) percent over their normal rate of pay when currently certified and assigned as Rescue Technicians and/or Instructors assigned to the Rescue Unit (8).
3. Employees in the classes of Emergency Medical Technician, Basic, Emergency Medical Technician, Intermediate, Emergency Medical Technician, Paramedic and Emergency Medical Coordinator, Assistant who are IPMBA certified shall receive \$1.25 per hour over their normal rate of pay when engaged in bicycle operation and related training.
4. Employees in the classes of Emergency Medical Technician, Basic, Emergency Medical Technician, Intermediate and Emergency Medical Technician, Paramedic shall receive five (5) percent over their normal rate of pay when currently certified as Field Training Officers and assigned trainees or actively participating as an instructor in EMS Education Activities.
5. Employees in the classes of Emergency Medical Technician, Paramedic who are assigned by the EMS Director to assist in the supervision and training of EMS field personnel on an assigned shift shall receive a five (5) percent increase over their normal rate of pay while actively engaged in such assignments

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates of pay. These special rates are not part of base pay and must be removed when the employee changes assignment or fails to maintain certification in the designated area. Note that the number in parentheses indicates the maximum number of employees who are authorized to perform such assignments. Special Rates of Pay are removed prior to an employee's terminal leave payout. Annual rates are pro-rated and are not paid in an annual lump sum.

SPECIAL RATES OF PAY POLICE(13)

1. Employees of the Police Department who are assigned to patrol duties which require operation of a two wheel motor scooter shall receive \$1.25 per hour over their normal rate of pay for time spent actually operating the vehicle.
2. Employees in the classes of Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant, Police Captain and Police Major shall receive ten (10) percent over their normal rate of pay when assigned to the Public Integrity Division.
3. Employees in the class of Senior Police Officer shall receive ten (10) percent over their normal rate of pay when currently certified and assigned as Field Training Officers and when assigned a recruit or lateral for training.
4. Employees in the classes of Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant and Police Captain will receive \$1,500 annually over their normal rate of pay when currently certified and assigned to the Bomb Squad (7).
5. Employees in the classes of Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant and Police Captain will receive \$1,500 annually over their normal rate of pay when currently certified and assigned to the Marine Unit (12).
6. Employees in the classes of Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant and Police Captain will receive \$1,500 annually over their normal rate of pay when duly certified and assigned to the K-9 Unit (10).
7. Employees in the classes of Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant and Police Captain will receive \$1,500 annually over their normal rate of pay when assigned to one of NOPD's Motorcycle Operator Units (31).
8. Employees in the class of Senior Police Officer, Police Corporal, Police Sergeant, and Police Lieutenant shall receive ten (10) percent over their normal rate of pay when assigned detective responsibilities on a full time basis.
9. Employees in the classes Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant and Police Captain will receive \$1,500 annually over their normal rate of pay when assigned to the Special Operations Division -Tactical Unit.
10. Employees in the classes Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant and Police Captain will receive \$1,500 annually over their normal rate of pay when assigned to the Mounted Patrol Unit (10).
11. Employees in the classes of Criminalist I-IV who are certified as a DNA analyst will receive a fifteen (15%) increase over their above their normal rate of pay.
12. Employees in the class of Crime Laboratory Director who are certified as a DNA Technical Leader shall be paid \$100.00 per hour when employed on a part time call in basis.
13. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant, Police Captain and Police Major shall receive ten (10) percent over their normal rate of pay when assigned training responsibilities at the Police Academy on a full time basis.

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates. These special rates are not part of base pay and may be removed when the employee changes assignment or does not maintain certification in designated area. Note that the number in parentheses indicates the number of employees who are authorized to perform such assignments. Special Rates are also removed prior to an employee's terminal leave payout. Also, the annual rates are pro-rated and are not paid in an annual lump sum.

POLICE EDUCATIONAL INCENTIVE PAY

Employees in the classifications of Police Recruit, Police Officer, Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant, Police Captain and Police Major are eligible for a special rate of compensation upon completion of academic levels in accordance with the following:

Degree Level Annual Premium

Associate's Degree \$1,000

Bachelor's Degree \$2,000

Graduate Degree \$3,000

1. Employees are limited to one premium. Here are some examples.
 - a) An employee who has a Bachelor's Degree and a Master's degree would receive \$3,000 total.
An employee is only eligible for one premium based upon the highest degree received.
 - b) An employee with two Bachelor's Degrees would only receive one \$2,000 premium. Thus, an employee with two degrees at the same level is not eligible for two annual premiums.
2. Proposed Annual Premium is pro-rated over a year and is not paid in a lump sum.
3. The effective date of the special rate shall be the first Sunday of the month following the submission of the original diploma or original transcript to Civil Service.
4. The following special rates of pay apply to only those institutions who are accredited as a College or University by regional agency that is recognized by the US Dept. of Education (USDOE). Degrees from Occupational Education Institutions will not be accepted.
5. The Director of Personnel shall reserve the right to determine a qualifying institution and/or qualifying degree under these guidelines.

All current police officers who meet these guidelines listed above will be eligible for this special rate. If diploma is not on file with the Civil Service Department, these individuals may need to submit the original diploma or transcript.

POLICE REFERRAL PAY

In order to enhance the Police Department's recruitment effort, existing Police Department officers and administrative staff (hereafter referred to collectively as "Police Department staff"), are given the option of taking on a voluntary additional duty for compensation related to recruitment. Recruiting prospective officers and ensuring that they begin work as officers during periods of recruitment difficulties has a significant value to the safety of citizens that far exceeds the cost of the recruitment and mentorship special rate of pay. Employees in all classifications in the Police Department are eligible for a special rate of compensation upon satisfactory completion of officer recruitment and related mentoring duties in accordance with the following:

One Time Referral and Mentorship Pay

\$2,000 upon the recruit's start of academy

An additional \$2,000 upon the same recruit's start date as a Police Officer

Or

\$2,000 upon a lateral transfer's start of lateral academy

An additional \$2,000 upon the same lateral transfer's start date as a Police Officer

1. Police Department staff are not limited in the number of premiums he or she may earn
2. The Referral and Mentorship Pay is paid in two (2) \$2,000 lump sum amounts, as described above.
3. The Police Department shall submit the request for Referral and Mentorship Pay to the Civil Service Department.

The Request for the first \$2,000 referral/mentorship pay for recruit's start of academy shall include the following:

- a) the name of employee to be awarded referral/mentor pay.
- b) the application(s) of incumbent Police Recruit or Police Officer (Lateral transfer) that lists employee to be awarded the referral/mentor pay as the referral source.
- c) proof of the referees' enrollment and attendance at the first day of the academy.

The Request for the second \$2,000 referral/mentorship pay for successful academy completion and start of employment as a Police Officer shall include the following:

- a) the name of employee to be awarded referral/mentor pay.
- b) the application(s) of incumbent Police Recruit or Police Officer (Lateral transfer) that lists employee to be awarded the referral/mentor pay as the referral source.
- c) proof of the referee's successful completion academy completion and transfer out of academy as a Police Officer.

The effective date of each payment shall be the next payday of the month following the Police Department's request for Referral and Mentorship Pay.

4. Police Department staff whose normal duties require them to recruit, refer, and/or support prospective officers in the Police Department formal application and formal departmental training process are ineligible for this additional duty, as recruitment is already part of their regular job duties.
5. This Referral and Mentorship pay is available for limited periods solely to address recruitment difficulties. The Commission may invoke and revoke this pay upon the request of the Superintendent of Police. This pay may be invoked only when the Superintendent of Police has determined that recruitment is a significant challenge that may affect the safety of the citizens of the City.

SPECIAL RATE OF PAY/BILINGUAL PAY (POLICE)

Employees of the Police Department who are assigned to use bilingual skills (including American Sign Language) in the regular performance of the employee's duties shall receive five (5) percent over their normal rate of pay if designated by the department as a translator or interpreter. Positions with the approval of Civil Service can only be designated to receive the Bilingual Salary Differential Allowance when the following eligibility requirements are met and procedures are followed:

- a) The Department communicates the need for a particular position to be designated to receive the bilingual salary differential by submitting for approval the official "Request for Bilingual Special Rate of Pay Form" that is designated for this purpose.
- b) Employees must pass the bilingual skill proficiency test(s) approved by the Director of Personnel to be eligible for Bilingual Pay.
- c) The Department notifies the employee in writing of the translation duties, starting date of bilingual pay, and end date (if applicable) of Bilingual Pay.
- d) In the event that an incumbent moves to a position that is not designated as bilingual or if the bilingual designation is removed, the bilingual pay will cease. Bilingual Pay shall be removed upon termination and not be included in terminal leave.
- e) The appointing authority should also conduct periodic audits of the above bilingual eligibility requirements to ensure this special rate of pay continues to be warranted.

SPECIAL RATES OF PAY - MISCELLANEOUS (10)

1. Employees in the class of Laborer (1510) who, in the absence of a regular crew supervisor, are assigned the responsibility of transmitting instructions, assuming supervision and taking the lead in the performance of crew assignments, shall be designated "Lead Laborer" and shall receive ten (10) percent over their normal rate of pay.
2. Employees who are designated as certified Civil Service Department trainers by the Civil Service Department shall receive five (5) percent over their normal rate of pay.
3. Employees of the Sewerage & Water Board shall receive ten (10) percent over their normal rate of pay when assigned to the unloading or comparable handling of chemicals.
4. Employees in the class of Physician shall be paid \$66.00 per hour when employed on a part-time call-in basis in accordance with Rule IV, Section 1.5.
5. Employees in the class of Dentist shall be paid \$66.00 per hour when employed on a part-time call-in basis in accordance with Rule IV, Section 1.5.
6. Employees in the class of Dentist shall be paid \$145.00 per hour when employed on a part-time call-in basis to perform oral and maxillofacial surgery in accordance with Rule IV, Section 1.5.
7. Office Support employees who are assigned to use keyboarding skills (including typing at the rate of 40 words per minute and are proficient in Microsoft Office Software as demonstrated by completion of software courses and/or tests) in the regular performance of the employee's duties and are assigned such duties in writing by the appointing authority and who pass the requisite proficiency test(s) approved by the Director of Personnel, shall receive (5) percent over their normal rate of Pay.
8. Any non-exempt employee of the Sewerage and Water Board who is required to be on call, in accordance with the policies and procedures established by the Executive Director of the Sewerage and Water Board, shall be entitled to an additional 12.5% of his or her base hourly rate for each hour served on call.

9. Educational Incentive Pay

Non-exempt employees at pay grade 69 and below are eligible for a special rate of compensation upon completion of academic levels in accordance with the following, provided that such education was not a qualification requirement for their position or used for extraordinary qualifications pay.

Degree Level Annual Premium

Associate's Degree: 2.5%

Bachelor's Degree: 5%

Graduate Degree: 7.5%

- Employees are limited to one premium.
- Proposed Annual Premium is pro-rated over a year and is not paid in a lump sum.
- The effective date of the special rate shall be the first Sunday of the month following the submission of the original diploma or original transcript to Civil Service.
- The following special rates of pay apply to only those institutions who are accredited as a College or University by a regional agency that is recognized by the US Dept. of Education (USDOE). Degrees from Occupational Education Institutions will not be accepted.
- The Director of Personnel shall reserve the right to determine a qualifying institution and/or qualifying degree under these guidelines.

Notes:

- Education pay may not be granted if it was a requirement for entry into a job series.

10. **Professional Certification Incentive Pay**

Exempt Employees, with the approval of their appointing authority may be granted a 5% increase in pay upon completion of a professional certification that is directly related to the employee's work. This is a one-time premium pay to recognize the additional education and training acquired by an employee. This will not apply to multiple certifications earned in the same field of professional work.

For purposes of this incentive pay, a professional certification shall be considered :

- A third-party attestation of an individual's level of knowledge or proficiency in a certain industry or profession.
- Certifications must be granted by authorities in the field, such as professional societies and universities, or by private certificate-granting agencies.
- Certifications must be time-limited; some expire after a period of time (e.g., the lifetime of a product that required certification for use), while others can be renewed indefinitely as long as certain requirements are met. Renewal usually requires ongoing education to remain up-to-date on advancements in the field, evidenced by earning the specified number of continuing education credit (CECs), or continuing education units (CEUs), from approved professional development courses
- The professional certification cannot be a minimum qualification for the employee's current position or have been used for extraordinary qualifications pay.

Notes:

- Professional Certification pay may not be granted if it was a requirement for entry into a job series.
- The professional certification cannot have been required for placement into a special assignment for which the employee is currently receiving special assignment pay.
- Employees are limited to one premium regardless of the number of certifications earned.
- The special rate of pay is pro-rated over a year, is not paid in a lump sum, and will be removed from terminal leave calculations.
- This special rate of pay shall be removed if the certification is allowed to lapse. Employees are required to notify their Human Resources Manager immediately if their certification lapses. Failure to remove the special rate of pay in a timely manner will result in a retroactive pay decrease.
- The effective date of the special rate shall be the first Sunday of the month following the submission of this form and a copy of the certification to Civil Service.
- The Director of Personnel shall reserve the right to determine a qualifying certification under these guidelines.
- Certifications must have required possession of a Bachelor's Degree or exempt (salaried) work experience in order to be considered Professional.

SPECIAL RATE OF PAY INNOVATION STIPEND

In order to enhance the effectiveness of City operations and compliment the on-going innovation efforts, the City will fund promising ideas to improve City government. Annually, the Chief Administrative Officer ("CAO") will invite City employees to submit plans for improving City operations.

City Innovation Stipends

Successful applicants will be awarded a City Innovation Stipend (up to \$2,000) for taking on a voluntary, additional duties that are not part of their day-to-day responsibilities. Work on funded projects should be completed outside of an employee's normal working hours. Any time an employee spends on grant-related work is purely voluntary and not compensable time under the Fair Labor Standards Act.

Revising business processes, procurement efforts, and other operational concerns saves the City money and allows it to more efficiently deliver services to citizens and far exceeds the cost of providing this benefit. Employees in all classifications are eligible for this special rate of compensation upon acceptance of a proposal up to (\$1,000). An additional payment of up to (\$1,000) may be awarded upon implementation of the innovation developed through the proposal. A acceptance or rejection of a proposal is not an employment action and is not appealable.

In order to facilitate the review of applications and issue stipends, the CAO shall establish an Innovation Working Group. The Working Group shall assess proposals on the following criteria:

- (1) Value creation
- (2) Cost/feature of implementation
- (3) Impact on City business processes

In awarding stipends, the Working Group must determine that, if successfully implemented, the proposed innovation would produce at least the equivalent value of the stipend itself. This value may be expressed in saved time and/or money for the City, partners, or community members or demonstrable improvements to City services.

Once the Working Group awards a stipend, the CAO shall transmit to the Civil Service Department a form that contains:

- 1) The amount of the stipend
- 2) Employee(s) receiving the grant
- 3) The evaluation completed by the Working Group

The Civil Service Department will not be responsible for assessing the merits of the proposal or approving the payment.

In the event that the Working Group issues an additional payment related to the successful implementation of a proposal, the CAO shall transmit to the Civil Service Department a form that contains:

- 1) The name of the employee(s) to be awarded the pay
- 2) A copy of the project charter
- 3) Statement from the Working Group that the project has been implemented as described in the project charter

The Civil Service Department will not be responsible for assessing the merits of the project plan, success of implementation, or approving the payment.

Notes:

- The effective date of each payment shall be the next pay day of the month following CAO's submission of the form(s) described above.
- Innovation Stipends are intended to enhance the cost-effectiveness of City services. Consideration and awarding of stipends is contingent upon available funding as determined by the CAO.

Pilot Special Rate of Pay- Meter Reading Incentive Pay Program

1. Employees in the classifications of Water Meter Reader and Water Meter Reader and Services Technician, upon completion of the inspection of at least 6000 meters per month shall be eligible to earn an additional \$0.25 per additional meter inspected within that same month not to exceed \$300 per month. *(Based on 1200 additional meter reads/4 routes of avg 300 meters each)*
2. Employees in the classifications of Water Meter Reader and Services Technician and Water Meter Reader and Services Technician (Lead) upon completion of at least 700 service orders shall be eligible to earn an additional \$2.00 per additional service order within that same month not to exceed \$300 per month *(Based on 150 additional service orders per month)*.
3. Employees in the classifications of Water Meter Reader, Water Meter Reader Services Technician and Water Meter Reader and Services Technician (Lead) assigned to commercial meter reading duties, upon completion of the inspection of at least 20 commercial route books per month, shall be eligible to earn an additional \$0.25 per additional residential meter inspected within that same month; or \$2.00 per additional service order, not to exceed a total of \$300 per month either individually or combining the two. *(Based on 1200 additional meter reads/4 routes of avg 300 meters each OR Based on 150 additional service orders per month)*.
4. Due to Environmental conditions, beginning in June 1st and ending in September 30th, employees in the classifications Water Meter Reader and Water Meter Reader and Services Technician, upon completion of the inspection of at least 6000 meters per month shall be eligible to earn an additional \$0.35 per additional meter inspected within that same month not to exceed \$420 per month *(Based on 1200 additional meter reads/4 routes of avg 300 meters each)*.
5. Due to Environmental conditions, beginning in June 1st and ending in September 30th, Employees in the classifications of Water Meter Reader and Services Technician and Water Meter Reader and Services Technician (Lead) upon completion of at least 700 service orders shall be eligible to earn an additional \$2.80 per additional service order within that same month not to exceed \$420 per month *(Based on 150 additional service orders per month)*.
6. Due to Environmental conditions, beginning in June 1st and ending in September 30th, Employees in the classifications of Water Meter Reader, Water Meter Reader Services Technician, Water Meter Reader and Services Technician (Lead) assigned to commercial meter reading duties, upon completion of the inspection of at least 20 commercial route books per month, shall be eligible to earn an additional \$0.35 per additional residential meter inspected within that same month; or \$2.80 per additional service order, not to exceed a total of \$420 per month either individually or combining the two. *(Based on 1200 additional meter reads/4 routes of avg 300 meters each OR Based on 150 additional service orders per month)*

All special rates listed above are subject to the following conditions:

Service orders are defined as scheduled/assigned service tasks prior to the employee's departure into the field. Meters reads/service orders completed while working overtime shall not count for purposes of this pilot program.

Pilot Special Rate of Pay- Meter Reading Incentive Pay Program (Continued)

Employees who meet any of the below criteria are ineligible to participate in this program during the qualifying month and/or may be removed from participation.

1. 2 or more unexcused absences as defined and distributed in writing by Sewerage and Water Board
 2. 5 or more skipped reads
 3. 5 or more erroneous reads
 4. Employees who receive an annual performance evaluation of “fails to meet expectations” are ineligible for participation in this program for one quarter following the receipt of this rating.
- The Director of Sewerage and Water Board may revoke or suspend this program at any time by notice to the Personnel Director.
 - The Personnel Director may revoke or suspend this special rate of pay with cause by notice to the Sewerage and Water Board.
 - Please note that employees are limited to one of the special rates of pay listed above at a time
 - The Pilot program will be subject to staff audit within a year of implementation to determine the effectiveness of this by this department.